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CAUT ACPPU
BULLETIN
Canada's Voice for Academics
La voix des universitaires du Canada

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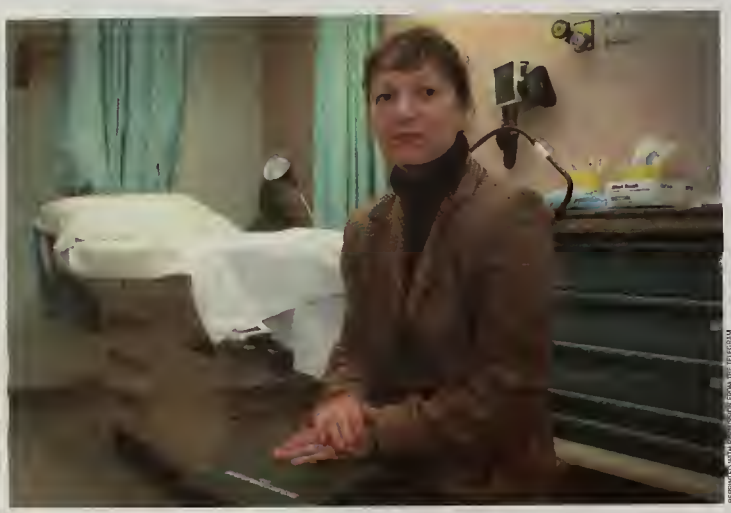
MUN Professor Harassed & Bullied, Inquiry Finds



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Cancer specialist Dr. Cathy Popadiuk was bullied and harassed by her superiors, marginalized in her department and had her academic freedom threatened, an external investigation has found.

DR. CATHY POPADIUK, a professor of medicine at Memorial University of Newfoundland and a gynecologic oncologist at the H. Bliss Murphy Cancer Centre in St. John's, was systematically harassed for years by her employers and colleagues, an independent committee of inquiry has concluded.

In its report released March 26, the committee also suggests she may not have been the only person in the faculty of medicine to be subjected to such treatment.

"Dr. Popadiuk experienced a pattern of harassment that extended over a period of years: she was placed in an intimidating, hostile environment . . . we heard various other people tell us about events in which they had been marginalized, treated without respect, have had their livelihood threatened and have had their authority undermined or sabotaged by people in authority," the report says.

CAUT formed the independent inquiry to investigate Popadiuk's case in November 2004. The three-member inquiry consisted of Dr. Albert Katz, professor and chair of the psychology department at the University of Western Ontario, Dr. Lori West, professor of pediatrics, surgery and immunology at the University of Alberta, and Dr. Philippe DeWals, director of the department of social and preventive medicine at Laval University.

Administrative personnel at both Memorial University and Eastern Health Corp., the regional health authority that operates the cancer centre where Popadiuk works, refused to cooperate with the inquiry and some people only spoke to committee members on condition of anonymity.

According to the report, the controversy started with remarks made to Popadiuk's superiors in 2002 by Dr. Gavin Stuart – then head of oncology at the University of Calgary and now the dean of medicine at the University of British Columbia – who was consulting on a patient being treated in St. John's.

The report says the series of events that followed increasingly marginalized Popadiuk, who prior to that time was considered a "productive and contributing colleague in both her teaching and research functions."

Her mistreatment led to her having to work in a "chilly and uncomfortable work environment, including harassment," the report says.

The report makes several recommendations, including that Popadiuk receive an apology from her employers and that harassment policies and dispute resolution processes be put in place.

See HARASSED Page A8 ☞

Un comité d'enquête conclut au harcèlement

LA DOCTEURE Cathy Popadiuk, professeure de médecine à l'Université Memorial de Terre-Neuve (MUN) et oncologue gynécologue au Centre de traitement du cancer H. Bliss Murphy de St. John's, a été l'objet, pendant des années, d'un harcèlement systématique de la part de ses employeurs et de ses collègues. Telle est la conclusion à laquelle est arrivé un comité indépendant chargé de faire la lumière sur cette affaire.

Dans son rapport rendu public le 26 mars, le comité laisse également entendre que le cas de la professeure ne serait peut-être pas isolé au sein de la faculté de médecine. « La docteure Popadiuk a été soumise à des actes de harcèlement qui se sont poursuivis pendant des années : elle a été plongée dans un environnement hostile, intimidant... nous avons entendu les témoignages d'autres personnes qui nous ont décrit des situations où elles ont été marginalisées, traitées de manière irrespectueuse, menacées de perdre leur source de revenus et où elles ont vu leur autorité sapée, voire sabotée, par leurs supérieurs. »

Le comité indépendant d'enquête, créé par l'ACPPU en novembre 2004, était formé de trois membres : Albert Katz, professeur et chaire du département de psychologie à l'Université de Western Ontario, Lori West, professeure de pédiatrie, chirurgie

L'oncologue Cathy Popadiuk a été harcelée par ses supérieurs et marginalisée au sein de son département, et a vu sa liberté académique menacée, a conclu un comité d'enquête indépendant.

Voir HARCÈLEMENT à la page A8 ☞

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LETTERS LETTRES

JNF article commended

THANK YOU for printing the article on the Jewish National Fund in the March *Bulletin* in which the authors criticized university presidents who agree to be honoured by this organization. The values of the JNF are inconsistent with the values that universities should promote, particularly justice and social equity. The JNF project in Israel, as documented in the article, is based on unjust and illegal discrimination against Arab Israelis.

The uncritical support for Israel in the mainstream media in North America leaves little space for reports of the opposition within Israel to acts of the Israeli state that violate international and domestic law. Supporters of Israel's aggression against the Palestinians respond with venom and vigour to any attempt to provide a nuanced account of the politics of land, water and oil in the Middle East, and academics who have the courage to speak the truth deserve our praise and gratitude.

Margaret E. McCallum
Law
University of New Brunswick

I AM WRITING to commend the *Bulletin* for publishing the commentary by Michael Lynk, Rebecca Coulter, David Heap and Randa Farah in the March issue on the acceptance by the president of the University of Western Ontario of an award from the Jewish National Fund. Its analysis of JNF practices and policies draws our attention to oppressive realities that deserve to be much better known. In publishing it, the *Bulletin* has done a service to its readers.

David Camfield
Labour Studies
University of Manitoba

Stroke victim sets record straight

HEINZ KLATT (Letters, March 2008 *Bulletin*) characterizes me as a "truly one dimensional man." I hope he applies more rigor to his psychological studies than he does to the unfounded assumptions he makes about me.

I am an avid music lover, frequently attending classical and jazz concerts. I have been learning the piano since 2002. I regularly correspond with the former music critic of the London Times. I am an active member of the Labour Party and serve on my trade union's branch committee and local negotiating committee. I participate in various stroke campaign and social groups. I am researching the experiences of stroke survivors and long-term therapy providers with another stroke survivor and a National Health Service research physiotherapist.

I am a regular spectator at Rugby League matches and first-class cricket matches. Every week I go to the pub with my friends. I eat out with them. I have regular letters in the press on a variety of topics, read novels and biographies and go to the cinema and theatre. I go to the gym twice weekly. I am also a husband and the father of two girls. Does this add up to a "person who cannot imagine any other activity because apparently he has no other passion, interests or skill?"

In 1999 I retired, at 57, from my full-time post. Retiring eight years early released funds to allow a younger person on a temporary contract to obtain a permanent one. The teaching I undertake is minimal. I teach one 10-week module a year, lasting 30 hours. Given the volume of my varied interests and activities it could hardly be otherwise!

Michael Somerton
Centre for Lifelong Learning
University of Hull

Unite to fight grade police

I APPRECIATED reading Ronald Glasberg's article "Bridging Academe's Assessment Divide" in your March *Bulletin*. I share many of Professor Glasberg's views about teaching in the humanities. My happiest time teaching is where I can relinquish control and have students engage each other directly in asking and pondering profound questions of our history and contemporary humanity and environmental care.

I have often been reminded of the grade police whose concerns are grade inflation and lowering of standards. More of us who share Professor Glasberg's philosophy about teaching and accountability should band together to create a real alternative to the quantitative dominance. Please continue the good work in bringing ethical issues in higher education to our attention in your timely publications.

Yvonne Brown
Education
University of British Columbia

CRC Program Slow to Implement Settlement to End Discrimination

A SETTLEMENT reached a year and a half ago in a human rights complaint over the Canada Research Chairs program is stalled, frustrating the complainants and both the spirit and letter of the agreement.

Despite accepting a mediated settlement in November 2006 and agreeing that changes to the program must be made to avoid discrimination in future appointments, the CRC secretariat has fallen far behind the agreement's timeline schedule and has failed to develop an effective mechanism to address allocation inequities as required by the agreement.

The result is that continuing appointments to the prestigious program, which was launched seven years ago by Industry Canada, are being made in much the same manner as they were before the agreement. About $900 million was originally earmarked to establish 2,000 university research professorships. The government-sponsored program aims to strengthen Canadian research and development excellence.

"It's extraordinarily frustrating," said Marjorie Griffen Cohen, one of eight academics from universities across Canada who brought forward the complaint alleging systemic discrimination (in chair determinations), contrary to s.10 of the Human Rights Act.

Cohen, a professor of political science at Simon Fraser University, says she's disheartened by the process and length of time it's taking to initiate change. "We thought we had an agreement. But there seems to be no way to ensure compliance by Industry Canada."

The academics, assisted by CAUT legal counsel Rosemary Morgan, filed complaints with the federal human rights commission in May 2004 over the underrepresentation of equity-seeking groups in CRC appointments, citing allegations of discrimination in the chair nomination process, access to the process and in the appointment process and results.

> **"We did everything according to the law, followed due process and yet these systemic practices of discrimination continue."**

The cornerstone of the agreement reached in 2006 rested on the chairs program undertaking to develop a methodology for the establishment of targets in the designated groups of women, Aboriginal Peoples, persons with disabilities and visible minorities.

Yet, no methodology has been publicly released, and the complainants say the chairs secretariat has consulted only minimally with them in attempting to develop an appropriate plan. The original 2,000 chairs were all appointed by 2007, but new appointments will continue indefinitely as terms and renewals expire, as will research and salary support for the researchers, according to program representatives.

"The chairs were awarded under practices that enabled inequity," says University of Manitoba sociology professor Susan Prentice, another of the complainants. "We did everything according to the law, followed due process and yet these systemic practices of discrimination continue. Something is very wrong with that outcome."

Since the settlement, the CRC nomination form has been altered to allow voluntary self-identification in any of the four equity groups and the chairs program is asking existing chair holders to self-identify on a voluntary basis.

"We will continue to watch closely over the settlement implementation," said CAUT executive director James Turk. "But the unacceptable delays and lack of follow-through on the major agreed obligation regarding methodology are disturbing for all fair-minded people, for the complainants and for anyone belonging to the four equity groups."

He said CAUT's legal counsel has been assigned to monitor the situation and follow up with both the program and with the human rights commission to encourage the settlement's realization. ■

Version française à la page A7.

COMMENTARY
TRIBUNE LIBRE

PRESIDENT'S COLUMN

Francophones in CAUT: The Long March

By GREG ALLAIN

I'M OFTEN asked whether I'm CAUT's first francophone president. Alas, I cannot claim that honour, although very few francophones have had the privilege of serving in that capacity.

In the 57 years since its founding, CAUT has had 45 presidents and I'm the fifth francophone to assume the office. Three francophones served terms as president between 1962 and 1971 – two from the University of Montreal and the third from Laval University.

Why were there so few francophone presidents during the early days of the association, and then a 25-year delay before the next francophone president was elected in the mid-1990s? The answer lies in Quebec's historical context. Faculty associations had been in existence for a long time in that province: for instance, the one at Montreal was officially created in 1955, although previous incarnations go back to the 1930s. The Quebec faculty associations would be the first in Canada to unionize, in the early 1970s.

The Quiet Revolution of the 1960s was a powerful modernizing force in Quebec, and a new sense of Québécois identity was born out of all the societal transformations going on. In higher education circles, this led to the creation, in 1970, of a provincial federation of faculty associations: the Fédération des associations de professeurs d'université du Québec (FAPUQ).

Up until then, Quebec faculty associations belonged to CAUT, because it was the only game in town. I suspect that for a few years after the birth of FAPUQ, some francophone academic staff associations may have been members of both organizations, but eventually the francophone associations rallied around the Quebec federation, which in 1991 was renamed the Fédération québécoise des professeures et professeurs d'université (FQPPU). Today, only the academic staff associations of Quebec's anglophone universities still belong to both CAUT and FQPPU.

The Quiet Revolution of the 1960s was a powerful modernizing force in Quebec, and a new sense of Québécois identity was born out of all the societal transformations going on.

To this day, CAUT enjoys a good relationship with FQPPU. We invite observers to each other's meetings, jointly lobby the federal government for increased funding and better access to post-secondary education, and work as partners in Education International activities and in the EI North American Caucus.

So, historical changes in the 1960s and in the early 1970s explain why francophones are a minority in CAUT's membership. Nonetheless, CAUT is a bilingual, national organization providing simultaneous translation at its biannual conventions, committed to translating core and major documents and producing its web sites in both official languages.

It was only in 1996 that a fourth francophone was elected as CAUT president: William Bruneau, a Franco-Saskatchewanian. Among other achievements, Bill is known for having set up meetings of francophone and bilingual associations during each CAUT Council, a sort of francophone caucus where delegates could get together and discuss various common issues, including the quality and extent of bilingual services provided by CAUT.

I remember attending those initial meetings, held in French and chaired by Bill, when I started traveling to Ottawa in 1996 as a delegate of my local association, the ABPPUM. The caucus continues to be active and over the years has made useful suggestions on a number of issues to improve CAUT services. One example among many is the increase in *Bulletin* articles published in French and English.

But by the early 2000s, caucus members thought piecemeal, incremental changes just didn't cut it and asked for the creation of a task force to look into the situation of francophones within CAUT. Not enough was known of their needs, problems and challenges and it would take more than twice-yearly caucus meetings to inform CAUT.

Instead of a task force, CAUT's executive committee elected to form a francophones committee to act in an advisory capacity to the executive. There was a precedent for this: in 1999, with increasing casualization on campuses, a contract academic staff committee was set up to advise the executive about contingent issues. Writing this brings back fond memories from two years of chairing this committee and working with these wonderful colleagues when I was first elected to CAUT's executive in 2000, which was also when the executive's equity committee was set up.

The committee of the executive for francophone affairs and another on clinical faculty were formed in 2004. I had the privilege of chairing the francophones' committee for a number of years, including during my three-year term as CAUT treasurer and my year as vice-president.

The committee is made up of francophone members from bilingual, French-language and English-language universities and its composition reflects the diversity of environments where francophones work.

But the truth is, we don't know how many francophone members we have. We know how many francophones work in francophone institutions and we have a good idea of the number of francophones on bilingual campuses, but the number of francophones in anglophone institutions is extremely difficult to document. And Census data, because of the wording of the questions, is not much use to us. Reliable data on francophones are about as rare as those on contract academic staff.

Because of the historical evolution in Quebec mentioned earlier, most francophone institutions elsewhere in Canada are quite small. The University of Moncton, in New Brunswick, is the largest French-language university in Canada outside of Quebec. The Moncton campus enrolls more than 4,000 full-time students and employs more than 500 full and part-time academic staff.

See FRANCOPHONES Page A6

LE MOT DU PRÉSIDENT

Les francophones au sein de l'ACPPU : la longue marche

Par GREG ALLAIN

ON ME DEMANDE souvent si je suis le premier francophone à assumer la présidence de l'ACPPU. Je ne peux, hélas, revendiquer pareil honneur, quoique très peu de francophones aient eu le privilège d'exercer cette fonction.

Au cours des 57 années de son existence, l'ACPPU a eu 45 présidents et je suis le cinquième francophone à occuper ce poste.

De 1962 à 1971, trois francophones ont été présidents de l'ACPPU : deux de l'Université de Montréal et le troisième de l'Université Laval.

Pourquoi y a-t-il eu trois présidents francophones durant les premières années de l'association, et qu'il a ensuite fallu attendre un quart de siècle – jusqu'au milieu des années 1990 – avant qu'un autre francophone ne soit élu à la présidence? La réponse se trouve dans le contexte historique du Québec. Les associations de personnel académique existaient déjà depuis longtemps dans cette province : celle de Montréal, par exemple, a été officiellement créée en 1955, bien que les organismes qui l'ont précédée remontent aux années 1930. Les associations de personnel académique au Québec ont été les premières à se syndiquer au Canada au début des années 1970.

La Révolution tranquille des années 1960 s'est révélée une puissante force de modernisation au Québec, et un nouveau sentiment d'identité québécoise est né de tous les changements sociaux qui se mettaient en place. Dans le milieu de l'enseignement supérieur, cette synergie a abouti à la création, en 1970, de la Fédération des associations de professeurs d'université du Québec (FAPUQ).

Jusque-là, les associations de personnel académique du Québec adhéraient toutes à l'ACPPU, car c'était la seule et unique fédération existante. Je soupçonne toutefois que pendant quelques années après la fondation de la FAPUQ, certaines associations francophones ont pu être membres à la fois des deux organismes, mais que toutes les associations francophones ont fini par rejoindre la fédération québécoise, qui devait être renommée en 1991 la Fédération québécoise des professeures et professeurs d'université (FQPPU). Aujourd'hui, seules les associations de personnel académique des universités anglophones du Québec continuent d'adhérer tant à l'ACPPU qu'à la FQPPU.

À ce jour, l'ACPPU entretient de bons rapports avec la FQPPU. Nous invitons chacun de notre côté des observateurs à nos réunions, nous exerçons conjointement des pressions sur le gouvernement fédéral pour qu'il accroisse son financement et qu'il améliore l'accès aux études postsecondaires, et nous participons ensemble aux activités de l'Internationale de l'Éducation et du Caucus nord-américain de l'IE.

Ainsi, les changements historiques intervenus dans la décennie 1960 et au début de la décennie suivante expliquent pourquoi les francophones forment une minorité au sein des membres de l'ACPPU.

Quoi qu'il en soit, l'ACPPU est un organisme national bilingue qui fournit des services d'interprétation simultanée à ses assemblées semestrielles, qui assure la traduction de la grande majorité de ses documents et qui tient ses sites web dans les deux langues officielles.

Ce n'est qu'en 1996 qu'un quatrième francophone a été élu au poste de président de l'ACPPU : le fransaskois William Bruneau. Entre autres réalisations, Bill a initié la tenue de réunions des associations francophones et bilingues dans le cadre de chaque assemblée du Conseil.

Cette tribune francophone permet aux délégués de se rassembler et de discuter de divers intérêts communs, dont la qualité et l'étendue des services bilingues offerts par l'ACPPU.

Je me souviens d'avoir assisté à ces premières réunions, tenues en français et présidées par Bill, lorsque j'ai commencé à me rendre à Ottawa en 1996 à titre de délégué de mon association locale, l'ABPPUM. Le groupe continue aujourd'hui à jouer un rôle très actif et à faire de nombreuses suggestions utiles sur diverses questions en vue d'améliorer les services de l'ACPPU. Citons par exemple l'augmentation du nombre d'articles publiés dans le *Bulletin* en français et en anglais.

Au début des années 2000, cependant, les membres de ce groupe, jugeant que l'approche ponctuelle et graduelle ne répondait pas à leurs attentes, ont demandé de créer un groupe de travail pour étudier la situation des francophones au sein de l'ACPPU. On ne connaissait pas suffisamment leurs besoins ni les problèmes et les défis auxquels ils étaient confrontés, et il faudrait prévoir plus que deux réunions par année pour rassembler l'information utile à l'ACPPU.

Au lieu d'un groupe de travail, le comité de direction de l'ACPPU a choisi de créer un comité des francophones chargé de jouer un rôle consultatif auprès de la direction. Il existait déjà un précédent puisqu'en 1999, face à

Voir LA LONGUE MARCHE à la page A4

COMMENTARY TRIBUNE LIBRE

McMaster University: A Comedy of Errors over Anti-Israeli Protests

By NEIL MCLAUGHLIN

THE RECENT controversy over "Israeli Apartheid Week" at McMaster University was simultaneously a comedy of errors and an important sign of challenges to come for academic freedom on Canadian campuses.

The confusion began in early February with a carelessly-worded and inappropriate e-mail sent from the provost of the university to a Hamilton area pro-Israel activist. The e-mail referred to "hate-mongering" promoted by students involved in Israeli Apartheid Week on campus.

In the digital age, campus controversies quickly become public in ways that never happened in the past, says Neil McLaughlin.

The issue gained international attention when the conservative Israeli blogger Steven Plaut jubilantly suggested the provost's office had "banned all campus use of the term 'Israeli apartheid' as hate speech."

Innuendos and accusations then ignited a heated faculty and student discussion of free speech on McMaster's campus, a globally-circulated on-line petition in support of the alleged "ban," an op-ed piece in the National Post and a student-organized public forum attended by more than 300 people.

While the public forum was notable for its commitment to freedom of speech and civility across diverse and passionately held points of view, key questions remain unresolved. Were the issues involved not so serious, it would be easy to laugh at the comedy of errors that characterized these events.

Apparent repeated miscommunications, combined with evasive damage control tactics undertaken by McMaster's administration, resulted in a widely-advertised protest against a ban that apparently never happened. Almost 2,000 people worldwide have now signed a pro-Israel on-line petition supporting a position McMaster's own administration now claims it didn't take.

Peter George, McMaster's president, issued a public statement Feb. 28 saying the university hadn't banned the phrase "Israeli apartheid," clarifying the confusion without resolving key questions.

Focusing on either the clearly offensive banners displayed after the public forum by a small number of shipped-in Toronto-area student activists, as the local media did, or some of the inappropriate rhetoric espoused by certain elements among pro-Israel activists – both on and off campus – does not help McMaster address the key issues.

Who was responsible for McMaster's miscommunications? What is the appropriate limit to free speech at McMaster? And who gets to decide?

Few faculty on the McMaster campus believe students making analogies between Israel and South Africa should be disciplined or criminalized. This is true even though many of us don't think that use of the phrase "Israel apartheid" is a productive or useful way forward in a tragic and violent conflict with more than enough blame to go around. This is certainly my position as a supporter of a just and fair two-state solution to the

See COMEDY Page A6 ☞

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La longue marche

☞ suite de la PAGE A3

l'augmentation rapide de la précarité sur les campus, un comité représentant le personnel académique contractuel a été créé pour conseiller la direction sur les questions relatives à cet enjeu. En rédigeant ces mots il me revient de très bons souvenirs des deux années où j'ai présidé ce comité et travaillé avec ces collègues merveilleux pendant mes premières années au sein du comité de direction de l'ACPPU à compter de l'an 2000, qui fut également l'année de la création du comité de l'équité.

Le comité de direction a mis sur pied en 2004 deux autres comités : le premier, pour les questions touchant les francophones, et le deuxième, pour celles concernant le personnel enseignant clinicien.

J'ai eu le privilège de présider le comité des francophones pendant que j'exerçais les fonctions de trésorier de l'ACPPU pendant trois ans et de vice-président pendant un an.

Le comité est formé de membres francophones représentant des universités francophones, bilingues et anglophones, et sa composition reflète la diversité des milieux où travaillent les francophones.

Mais à vrai dire, nous ne savons pas combien de membres francophones nous comptons. Nous savons combien de francophones travaillent dans des établissements francophones et nous avons une bonne idée du nombre de francophones présents sur les campus bilingues, mais il demeure extrêmement difficile de déterminer le nombre de francophones dans les établissements anglophones. Et les données de recensement ne nous sont guère utiles en raison du libellé des questions. Les données fiables sur les francophones se font presque aussi rares que celles sur le personnel académique contractuel.

L'évolution historique de la situation au Québec, que j'ai évoquée précédemment, explique pourquoi la majorité des établissements francophones des autres provinces canadiennes sont de taille restreinte. L'Université de Moncton au Nouveau-Brunswick est la plus grande université de langue française au Canada en dehors du Québec. Le campus de Moncton recense plus de 4 000 étudiants à temps plein et plus de 500 membres du personnel académique à temps plein et à temps partiel.

Comme nous le savons tous, la transformation profonde qui s'opère dans le système d'éducation postsecondaire brouille de plus en plus la distinction traditionnellement établie entre les universités et les collèges. Certains établissements collégiaux offrent maintenant des programmes de baccalauréat de quatre ans, tandis que bon nombre d'autres offrent des programmes de transition vers l'université d'une durée de deux ans, et certains ont même acquis le statut d'université à part entière. Ces dernières années, l'ACPPU a accueilli dans ses rangs, à titre de membres fédérés, deux fédérations provinciales de collèges – la Federation of Post-Secondary Educators de la Colombie-Britannique et la Division des collèges du Syndicat des employés de la fonction publique de l'Ontario (SEFPO) – ajoutant ainsi 18 000 nouveaux membres qui sont maintenant représentés par l'ACPPU.

Dans ce contexte, il est tout à fait approprié que l'un des deux nouveaux membres nommés cette année au comité des francophones provienne du secteur collégial. Fernand Bégin est président du Syndicat du personnel scolaire de l'établissement de langue française La Cité collégiale, situé à Ottawa. Il a siégé auparavant au comité provincial de la négociation du SEFPO. Fernand apportera une perspective nouvelle au comité et fera profiter tous les membres de sa vaste expérience.

Le comité des francophones s'intéresse à une variété de questions. De concert avec le comité des bibliothécaires, il s'emploie à déterminer s'il existe une différence de coût (et d'accès) entre les matériels pédagogiques en français et en anglais (livres, publications, logiciels, CD-Roms, etc.) et, lorsque c'est le cas, à mesurer l'importance de cette marge, de sorte que l'ACPPU puisse prendre les mesures de redressement utiles. Les données anecdotiques recueillies jusqu'à présent permettent de penser qu'il existe un écart de coût appréciable.

D'autre part, le comité examine diverses démarches qui permettraient d'identifier les francophones dans les établissements postsecondaires canadiens et de rassembler des informations sur les enjeux et les préoccupations des francophones. Ce sont les francophones qui travaillent dans les universités anglophones qui sont les plus difficiles à repérer, exception faite, évidemment, des professeurs francophones des départements de français et de langues modernes, parce qu'il n'existe pas de décompte fiable de ceux qui travaillent dans d'autres disciplines. Le comité planifie également la tenue d'une conférence de l'ACPPU en 2009 ou 2010. Cet événement pourrait servir de point de rassemblement important pour les membres francophones du personnel académique de l'ensemble du pays, tout comme le Forum de l'ACPPU pour les membres autochtones du personnel académique, qui a connu un énorme succès plus tôt cette année, a eu un impact extrêmement positif et significatif pour cette communauté.

En conclusion, nous pouvons dire que les francophones ont fait beaucoup de chemin pour établir leur présence au sein de l'ACPPU.

Après avoir connu un bon départ dans les années 1960, ils sont manifestement devenus à ce jour, de par leur petit nombre et leurs situations diverses, membres d'une minorité quasi invisible. Mais les choses s'améliorent. Si l'on considère que ces dernières années, deux francophones ont assumé la présidence de l'ACPPU et qu'un comité officiel représentant leurs intérêts a été mis sur pied, il apparaît clair que les membres francophones de l'ACPPU peuvent réellement se faire entendre au sein de l'association. Les membres du comité sont animés d'un grand enthousiasme et veulent tout mettre en oeuvre pour que les intérêts des francophones soient communiqués au comité de direction et dûment pris en compte dans les politiques et les activités de l'ACPPU, et pour que la communauté francophone au sein de l'association se fasse entendre haut et fort!

Prochaine rubrique, ma dernière : « Président de l'ACPPU, le meilleur job au monde! » Restez à l'écoute! ■

NEWS ACTUALITÉS

Misguided Budgets Sell Universities Short

SPRING'S arrival is warming temperatures, but four recent provincial budgets have left many students, teachers and post-secondary institutions out in the cold.

Reaction to the New Brunswick, Ontario, Saskatchewan and British Columbia budgets as they relate to post-secondary education issues has ranged from muted praise mixed with cautious skepticism, to vocal outrage.

British Columbia

The shockwave is only just sinking in after permanent cuts of 2.6 per cent to post-secondary institutional operating grants were ushered in a month after the B.C. government's Feb.19 budget bill, which was vague on funding.

"We are incredibly disappointed to learn, less than two weeks before the start of the new fiscal year, that we will not be getting all the money government said we would," said Chris Petter, president of the Confederation of University Faculty Associations of British Columbia.

Government officials began meeting with representatives from the post-secondary sector in March to announce the cuts.

The province's post-secondary institutions make budget decisions based on rolling three-year funding levels outlined by the government. The upcoming fiscal year was based on the government's spring 2007 plan which should have taken B.C. institutions through to 2009-2010.

"It's completely unconscionable," said CUFA BC executive director Robert Clift. "It's not only incompetent management, but the confusion and chaos it's causing are boggling, not to mention that we can't get a satisfactory explanation."

Clift warns the funding shortfall will impact each institution differently, ranging from damaging across-the-board cuts, vertical cuts and restructuring, to hiring freezes.

The government limits tuition fee increases to about the rate of inflation, but Petter said "one way or another, students will feel the negative effects," of the budget reduction.

Within days of the meetings, several B.C. institutions had already announced their decisions on dealing with the shortfall.

The College of New Caledonia announced a reduction in faculty.

The three campus unions at Malaspina University College, who represent almost 1,000 employees, were told March 27 that the institution is facing a budget crisis and significant layoffs are inevitable.

And proposed cuts to programs have surprised and shocked faculty and students at Vancouver Community College. The cuts would eliminate 7 per cent of VCC faculty and cut classes for more than 1,000 students each year.

"The B.C. Liberals' approach to post-secondary education has always been suspect, but these cuts simply confirm they have no plan and don't know where they're going," said Cindy Oliver, president of the Federation of Post-secondary Educators of BC. "We are losing programs and access across the entire public post-secondary system."

Oliver said students already face enough barriers to post-secondary education, adding she expects the cuts will worsen the situation.

Saskatchewan

A mixed bag containing a continuing tuition freeze at the University of Saskatchewan and University of Regina and increases in direct funding to post-secondary institutions are all good, say the universities' academic staff unions, but added they remain cautious with last month's provincial budget.

Dorothy Lane, chair of the University of Regina Faculty Association, said while there were several notable post-secondary education-related proposals in the province's March 19 budget, the increased government funding is largely directed to new health-related training seats and the U of R school of public policy.

"It's of concern that the government is increasing support to this school 'to train brilliant minds for brilliant futures in the civil service,' as this statement suggests potential political involvement in post-secondary programs," she said, adding the plan is hardly good news for the liberal arts core of Saskatchewan's universities.

High price to pay for budget shortfall — Staff members at Malaspina University-College have been told significant layoffs are inevitable.

Lane said the funding proposals announced in the budget in general support capital and infrastructure investments, overshadowing the importance of retaining faculty and staff and programming.

"We also have great concerns about the current labour relations climate in this province and its impact on the collegial environment of the university," she added.

Ontario

"A smarter Ontario" through "excellence in publicly-funded education" is the purported goal of Ontario Finance Minister Dwight Duncan's March 25 budget, which made a $1.5 billion, three-year skills training program its cornerstone.

But while the targeted funding announcement may have pleased some colleges, the budget offering was roundly criticized by university faculty and students.

About 550,000 full-time college and university students will take advantage of $385 million in textbook and technology grants, over three years. But student critics labeled the gesture "tokenistic," pointing to mounting student debt and rising tuition fees as more urgent areas for funding.

Brian Brown, president of the Ontario Confederation of University Faculty Associations, said the budget's money for infrastructure isn't enough and that Ontario remains last in the per capita university funding league, while maintaining the worst student-faculty ratio at 26 to one.

"The only way to reduce class sizes and improve student-faculty ratios is to hire more faculty now," he said.

Brown said by 2009-2010 undergraduate enrolment is expected to be at 92,000 — double the 2003 level — and that 5,500 new faculty members will have to be hired to deal with the growth, a premise the government didn't address in the budget.

New Brunswick

Amid accolades for the 2008-2009 tuition freeze at the province's four universities announced in New Brunswick's March 18 budget, came a cautionary note: the freeze is for one year only.

"We do applaud the tuition freeze," said Gary Long, president of the Federation of New *Brunswick Faculty Associations.* "But it's a year. And while the budget delivers a 6 per cent increase in funding to universities, the tuition freeze will eat away at that, because tuition usually goes up."

Long said the province should eliminate tuition fees for university-bound students, with government paying the way.

If "New Brunswick is the province with the lowest percentage of people who have completed at least some post-secondary education in all of Canada," as highlighted in the budget speech, Long says he doubts a 6 per cent hike in funding will significantly increase accessibility. ■

Les restrictions budgétaires menacent l'éducation postsecondaire

S'IL Y A lieu de se réjouir de l'arrivée du printemps, de nombreux étudiants, enseignants et établissements d'enseignement postsecondaire n'ont aucune raison, pour leur part, de se réjouir du contenu de quatre budgets provinciaux récents.

Le sort réservé à l'éducation postsecondaire dans les budgets du Nouveau-Brunswick, de l'Ontario, de la Saskatchewan et de la Colombie-Britannique a suscité chez les uns et les autres des réactions allant de félicitations discrètes mêlées de scepticisme prudent à des critiques verbales virulentes.

Colombie-Britannique

Le choc provoqué par les compressions permanentes de 2,6 % dans les subventions de fonctionnement des établissements postsecondaires, introduites dans le mois qui a suivi la présentation, le 19 février dernier, du budget du gouvernement de la Colombie-Britannique, ne s'atténue toujours pas. Le budget ne renfermait pas beaucoup de précisions sur le financement de l'éducation postsecondaire.

« Nous sommes extrêmement déçus d'apprendre, moins de deux semaines avant le début de la nouvelle année financière, que nous n'obtiendrons pas tout l'argent que le gouvernement nous avait promis », a déclaré Chris Petter, président de la confédération des associations de personnel académique de la Colombie-Britannique (CUFA/BC).

Des responsables gouvernementaux ont commencé en mars à rencontrer les représentants du secteur postsecondaire pour leur annoncer les compressions budgétaires.

Les établissements d'enseignement postsecondaire de la province calculent leurs budgets en fonction de niveaux de financement trisannuels établis par le gouvernement. Le budget pour le prochain exercice financier avait été dressé en tenant compte du plan budgétaire annoncé par le gouvernement au printemps 2007, lequel devait permettre aux établissements provinciaux de planifier leurs activités jusqu'à 2009-2010.

« Cela relève de l'inconscience la plus totale », a affirmé Robert Clift, directeur général de la CUFA/BC. « Non seulement le gouvernement gère-t-il les fonds publics de façon incompétente, mais force est de constater qu'il crée ainsi une confusion et un chaos indescriptibles. Nous ne parvenons pas non plus à obtenir d'explication satisfaisante. »

M. Clift craint que ce manque à gagner ne se répercute différemment dans chaque établissement d'enseignement, contraignant certains à réduire de façon générale leurs dépenses, d'autres à appliquer des réductions verticales et à se restructurer, et d'autres encore à décréter un gel du recrutement.

Le gouvernement exige que l'augmentation des frais de scolarité ne dépasse pas le taux d'inflation, mais M. Petter estime que « les étudiants ressentiront d'une façon ou d'une autre les effets négatifs » de ces compressions budgétaires.

Quelques jours après ces réunions, plusieurs établissements de la Colombie-Britannique avaient déjà annoncé comment ils feraient face à ces réductions.

Le Collège de New Caledonia a déclaré qu'il réduirait la taille de son corps professoral.

Les trois syndicats représentant près de 1 000 employés du Collège universitaire Malaspina se sont fait dire, le 27 mars dernier, que l'établissement était confronté à une crise budgétaire et qu'il fallait s'attendre à de nombreuses mises à pied.

Pour le personnel du Collège universitaire Malaspina, les compressions budgétaires entraîneront inévitablement un nombre considérable de mises à pied.

Les compressions proposées dans les programmes ont surpris et choqué les professeurs et les étudiants du Collège communautaire de Vancouver. Ces réductions se traduiront par la mise à pied de 7 % du corps professoral de l'établissement et par la suppression de classes qui accueillaient plus de 1 000 étudiants chaque année.

« L'approche des libéraux de la Colombie-Britannique à l'égard de l'éducation postsecondaire a toujours suscité des inquiétudes, mais ces réductions confirment simple-

Voir RESTRICTIONS à la page A8

Copyright Reform Shifts to New Ground

LONG-EXPECTED amendments to the Copyright Act aimed at bolstering the rights of the entertainment industry have been dropped from the federal government's legislative agenda. The development is a major victory for universities and colleges and the broader public.

If enacted, the copyright reforms would have severely restricted the use of digital information technology to create and exchange information, said Sam Trosow, CAUT visiting scholar, University of Western Ontario law professor and coauthor of *Canadian Copyright: A Citizen's Guide*.

"The public interest is served by copyright law that balances the needs of creators, users and owners of copyright works," Trosow said. "The government was set to tilt the Act further towards the movie, music and publishing industries, but that plan is dead for now."

At issue were rumoured provisions modelled on the U.S. Digital Millennium Copyright Act that would have hindered transferring digital files from one format to another and allowed corporate rights-holders to remove material from Canadians' web sites on the basis of unsubstantiated allegations of copyright infringement.

Despite a strong outcry against the Canadian copyright reforms, the government's abrupt about-face still came as a surprise. In the past, the publishing and entertainment industries have essentially dictated the content of the Canadian bill with little effective intervention from other sectors in society.

Today, with users engaging with copyright issues through everyday activities such as file-sharing, time-shifting television playback, and reformatting digital works to play on multiple devices, politicians have had to pay heed to a wider array of voices.

Advocacy groups watching over copyright say a key factor in the government's retreat was University of Ottawa law professor Michael Geist's Facebook group, "Fair Copyright for Canada," that has amassed more than 40,000 members. The social networking page has become a newswire on lobbying, a mouthpiece for nearly 200 discussion topics and a planning space for demonstrations across the country.

Education and library organizations such as CAUT, the Canadian Federation for the Humanities and Social Sciences, the Canadian Federation of Students and the Canadian Library Association played a role as well, adopting a more aggressive stance in bringing the concerns of their constituents to parliamentarians.

"The withdrawal of the legislation is a huge victory for the Canadian public, but it's a defensive one," said Laura Murray, a Queen's University English professor and coauthor with Trosow of *Canadian Copyright*. "We stopped bad law. Now we need to create good law."

Murray said the current strategy is to press Parliament for, among other things, amendments that strengthen the definition of "fair dealing," the right to use works without permission in certain circumstances.

In addition to political advocacy, Murray also urges academic staff to educate themselves on their rights under the Copyright Act and use them to their full extent.

"The content of the law is not simply determined by the black letter of statute," Murray warned. "Our everyday practices and procedures in the use of copyright works play an important role in how courts determine what copyright actually is. If we are pusillanimous in our actions, then we are inviting courts to restrict our rights." ■

Un changement de cap inopiné de la réforme du droit d'auteur

LE GOUVERNEMENT fédéral a retiré de son programme législatif le projet de réforme longtemps attendu de la *Loi sur le droit d'auteur* et destiné à faire prévaloir les droits de l'industrie du divertissement. Ce tournant important marque une grande victoire pour les universités et les collèges, de même que pour le public en général.

Si elles avaient été adoptées, les modifications envisagées auraient restreint sérieusement l'utilisation de la technologie numérique pour créer et échanger de l'information, soutient Sam Trosow, chercheur invité à l'ACPPU, professeur de droit à l'Université de Western Ontario et coauteur du livre *Canadian Copyright: A Citizen's Guide*.

« Il y va de l'intérêt public d'établir une loi sur le droit d'auteur qui assure un équilibre adéquat entre les besoins respectifs des créateurs, des utilisateurs et des propriétaires d'oeuvres protégées par le droit d'auteur », affirme M. Trosow. « Dans la foulée de la réforme entreprise, le gouvernement était prêt à faire pencher davantage la balance en faveur des industries du cinéma, de la musique et de l'édition, mais ce projet est enterré pour le moment. »

Ce qui était en cause était l'inclusion dans le projet de loi de dispositions censément inspirées de la loi américaine sur les droits d'auteur du millénaire numérique (*Digital Millennium Copyright Act*), qui auraient non seulement empêché la conversion de fichiers numériques d'un format en un autre, mais qui auraient aussi permis aux entreprises propriétaires de droits d'auteur de faire retirer certains éléments d'information de sites web canadiens sur la base d'allégations non vérifiées de violation du droit d'auteur.

Malgré le tollé de protestations contre les révisions proposées à la loi canadienne sur le droit d'auteur, le changement soudain de position du gouvernement a créé la surprise. Jusque-là, ce sont les industries de l'édition et du divertissement qui avaient essentiellement dicté la teneur de la loi canadienne, avec un apport utile minime des autres secteurs de la société.

Mais aujourd'hui, les responsables politiques doivent prêter attention à une plus grande diversité d'intervenants — les utilisateurs confrontés tous les jours aux questions de droit d'auteur dans le cadre de leurs activités courantes telles que l'échange de fichiers, le visionnement d'émissions de télévision en différé et le reformatage des oeuvres numériques pour les rendre accessibles sur des supports multiples.

Selon les organismes de défense du droit d'auteur, le virage opéré par le gouvernement est attribuable notamment au groupe *Fair Copyright for Canada*, sur le site Facebook, mis sur pied par Michael Geist, professeur de droit à l'Université d'Ottawa. Ce groupe de réseautage social, qui compte plus de 40 000 membres, est devenu une plate-forme de lobbying, une tribune de discussion sur quelque 200 sujets différents et un pôle d'organisation de manifestations dans tout le pays.

Des organismes des secteurs de l'éducation et des bibliothèques, telles l'ACPPU, la Fédération canadienne des sciences humaines, la Fédération canadienne des étudiantes et étudiants et l'Association canadienne des bibliothèques, ont joué également un rôle dans ce dénouement en faisant valoir avec plus de force encore les préoccupations de leurs membres auprès des parlementaires.

« Le retrait du projet de loi constitue certes une énorme victoire pour la population canadienne, mais c'est une victoire défensive », a indiqué Laura Murray, professeure d'anglais à l'Université Queen's, qui a coécrit avec M. Trosow le guide sur le droit d'auteur au Canada. « Nous avons fait échec à une mauvaise loi. Nous devons maintenant nous employer à en créer une bonne. »

Elle soutient que la stratégie d'action à privilégier actuellement est de faire pression auprès du Parlement pour que soient apportées, entre autres, des modifications qui renforcent la définition de la notion d'« utilisation équitable » de sorte à permettre dans certains cas la libre utilisation d'oeuvres protégées.

En plus de la défense d'intérêts politiques, Mme Murray encourage vivement les membres du personnel académique à se renseigner sur les droits qui leur sont conférés en vertu de la *Loi sur le droit d'auteur* et à s'en prévaloir pleinement.

« La teneur de la loi n'est pas simplement déterminée par la règle de droit immuable », prévient-elle. « Les pratiques et les méthodes que nous adoptons tous les jours pour utiliser des oeuvres protégées par le droit d'auteur influent considérablement sur les décisions des tribunaux appelés à déterminer ce qu'implique réellement le droit d'auteur. En nous limitant à des actions timides, nous invitons les tribunaux à restreindre nos droits. » ■

Francophones

☞ from PAGE A3

As we all know, major changes in the post-secondary system are increasingly blurring the traditional distinction between universities and colleges. Some colleges are now offering four-year bachelors degrees, while many others are offering two-year university transfer programs and some have actually become universities in their own right. In recent years, CAUT has welcomed into its ranks, as federated members, two provincial college federations, the British Columbia-based Federation of Post-secondary Educators and the College Division of the Ontario Public Service Employees Union — accounting for 18,000 more members that CAUT now represents.

In this context, it is only fitting that one of two new members appointed this year to the francophones' committee is from the college sector. Fernand Bégin is president of the academic staff association at French-language La Cité collégiale in Ottawa and previously served on OPSEU's provincial bargaining committee. Fernand will bring a fresh perspective and valuable experience into the mix.

The francophones' committee is working in a number of areas, including jointly with the librarians' committee to determine whether there is a cost (and availability) differential between French and English educational materials (books, journals, software, CD-ROMs, etc.), and if so, the size of that differential, so that CAUT can take meaningful steps to address the discrepancy. So far, anecdotal evidence suggests there may be a sizeable cost difference.

In addition, the committee is exploring various avenues to identify francophones at Canadian post-secondary institutions and document francophone concerns. Francophones employed in anglophone universities will be the hardest to locate, aside from the obvious francophone professors in French or modern language departments, as there is no reliable count of those working in other disciplines. The committee is also planning to host a CAUT conference to be held in either 2009 or 2010. This event could be an important rallying point for francophone academic staff nationwide, just as CAUT's hugely successful forum earlier this year for Aboriginal faculty was for that community.

In conclusion, we can say francophones have come a long way in establishing their presence in CAUT. Aside from a good start in the 1960s, it is clear that nowadays their small numbers and varied situations have made them a nearly invisible minority. But things are looking up. With two francophone presidents and an official committee home for francophones in recent years, we can now say French-speaking CAUT members have a clear voice in the organization. Committee members are enthusiastic and deeply committed to ensuring that the interests of francophones are brought to the executive and acted on through CAUT policies and activities and that the voice of the francophone community within CAUT is heard loud and clear!

Next time: CAUT president, the best job in the world! Stay tuned. ■

Comedy of errors

☞ from PAGE A4

Israeli-Palestinian conflict.

Our increasingly multicultural campuses, however, have more work to do to find appropriate language for student codes of conduct that ensure no-one gets blindsided by university or student government administrators tempted to make politically-motivated decisions about what is or is not acceptable speech.

The McMaster incident was complicated by the fact that in the digital age, campus controversies quickly become public in ways that never happened in the past. In the United States, in particular, we have seen the emergence of various organizations and campaigns such as Campus Watch, designed to monitor and then suppress political speech on campus under the rubric of opposition to alleged radical indoctrination.

While most members of the McMaster community do not want to close down views with which we disagree, we are now hearing echoes of American-style attacks on "tenured radicals," where professors and students holding controversial views are painted as extremists (sometimes directly, and sometimes through innuendo), or suspect as sympathetic to terrorism.

Canadian universities, of course, must face other difficult debates on such issues as abortion, same sex marriage, and the Danish cartoon and recent Dutch movie controversies. While free speech is constitutionally more limited here than in the U.S., we should be proud that we have largely avoided American-style polarized ideological wars (today as during McCarthyism).

It remains to be seen whether the comic farce that was McMaster's apartheid ban was in fact a tempest in a teapot or the beginnings of the Americanization of Canadian campuses along the lines promoted by such extremists as David Horowitz.

University administrators need to step back from attempts to intimidate political dissent and to suppress alternative ideas on Canadian universities, trusting our students and faculty to maintain an appropriate balance between controversy, free speech and personal safety on campus within the limits of the law. And I would certainly caution people against signing a misleading petition posted by the organization Scholars for Peace in the Middle East on McMaster's alleged position in opposition to free speech and academic freedom. ■

Neil McLaughlin is an associate professor of sociology at McMaster University.

A slightly different version of this article appeared in the March 25 edition of the Hamilton Spectator.

The views expressed are those of the author and not necessarily CAUT.

NEWS ACTUALITÉS

PROGRAMME DES CHAIRES DE RECHERCHE

Un règlement au point mort

La mise en oeuvre du règlement conclu il y a un an et demi dans le dossier d'une plainte en discrimination contre le Programme des chaires de recherche du Canada (CRC) est au point mort. Non seulement les attentes des co-plaignantes parties à ce règlement sont frustrées, mais la situation contrevient à l'esprit et à la lettre de l'entente intervenue.

Bien qu'il ait souscrit à l'entente conclue avec l'aide d'un médiateur en novembre 2006 et qu'il ait convenu de la nécessité de réformer le programme de sorte à prévenir toute discrimination dans l'attribution des futures chaires, le secrétariat des CRC a pris du retard sur le calendrier d'exécution de l'entente et n'a pas encore établi, tel que le requiert celle-ci, un mécanisme efficace pour corriger les iniquités qui existent dans l'octroi des chaires.

Il en résulte que le processus de mise en candidature des chercheurs dans le cadre de ce programme prestigieux, qui a été lancé il y a sept ans par Industrie Canada, continue de fonctionner comme auparavant. Le gouvernement avait affecté à l'origine un crédit de quelque 900 millions de dollars à la création de 2 000 professorats de recherche dans les universités canadiennes afin d'appuyer l'excellence en recherche et en développement au Canada.

« C'est terriblement frustrant », a déclaré Marjorie Griffen Cohen, l'une des huit professeures de diverses universités au Canada qui ont déposé la plainte de discrimination systémique dans l'attribution des chaires, en violation de l'article 10 de la *Loi canadienne sur les droits de la personne*.

Mme Cohen, professeure de science politique à l'Université Simon Fraser, se dit découragée par le processus et par le temps excessif que prend la mise en place des changements. « Nous pensions être parvenues à une entente. Mais il semble impossible de la faire respecter par Industrie Canada. »

Les professeures, avec l'aide de la conseillère juridique Rosemary Morgan de l'ACPPU, ont déposé une plainte collective auprès de la Commission canadienne des droits de la personne, en mai 2004, pour protester contre la sous-représentation des groupes aspirant à l'équité dans les candidatures aux chaires de recherche, en invoquant des allégations de discrimination dans les modalités d'attribution des chaires, l'accès au programme, le processus de mise en candidature et les résultats.

L'entente conclue l'an dernier prévoit notamment l'élaboration d'une méthode devant permettre au programme de fixer des objectifs concrets pour l'attribution de chaires aux membres des quatre groupes protégés par la charte des droits et libertés : les femmes, les personnes handicapées, les peuples autochtones et les minorités visibles.

Pourtant, aucune méthode n'a encore été annoncée publiquement et, selon les plaignantes, c'est à peine si le secrétariat des CRC les a consultées dans ses tentatives pour concevoir un plan approprié. À la fin de 2007, les 2 000 chaires prévues à l'origine étaient toutes pourvues, mais les chaires continueront d'être attribuées indéfiniment à mesure que les mandats et les renouvellements de mandats arriveront à échéance, tout comme seront maintenus les programmes de recherche et de soutien aux salaires des chercheurs, selon les représentants du secrétariat.

« Les modalités d'attribution des chaires favorisaient l'iniquité », a affirmé une autre des plaignantes, Susan Prentice, professeure de sociologie à l'Université du Manitoba. « Nous avons respecté fidèlement la loi, nous avons suivi la procédure établie, et pourtant ces pratiques de discrimination systémique ont toujours cours. Il y a vraiment quelque chose qui cloche là-dedans. »

Depuis que l'entente de règlement a été signée, le formulaire de mise en candidature a été révisé de façon à permettre aux membres des quatre groupes désignés de s'identifier volontairement ainsi, et le programme des chaires de recherche invite les titulaires de chaires actuels à s'auto-identifier.

« Nous allons continuer de surveiller de près la mise en oeuvre du règlement », a prévenu le directeur général de l'ACPPU, James Turk. « Il n'en demeure pas moins que les retards inacceptables et l'absence de suivi des principales obligations convenues au sujet des méthodes à utiliser sont fort préoccupants pour tous les gens de bonne foi, pour les plaignantes et pour tous les membres des quatre groupes protégés. »

M. Turk a fait savoir que la conseillère juridique de l'ACPPU avait été chargée de suivre la situation et d'encourager la direction du programme et la commission des droits de la personne à assurer la mise en oeuvre complète du règlement. ■

English on page A2.

PHOTO COURTESY OF TERRY CHEALER / THE LEADER POST

AUCC Restores Membership of FNUniv

The Association of Universities and Colleges of Canada has restored the First Nations University of Canada to full membership.

"AUCC is satisfied that First Nations University of Canada and the Federation of Saskatchewan Indian Nations (FSIN) have made sufficient advances in resolving governance issues at the university since the institution was placed on probationary status by the AUCC board in April 2007," AUCC said in a prepared statement after the association board met April 1 to discuss FNUniv's membership.

CAUT president Greg Allain said the AUCC decision is a major disappointment. "We are deeply dismayed AUCC chose not to uphold its own commitment to autonomous university governance," Allain said. "The decision to restore full membership to the First Nations University of Canada does a disservice to Aboriginal post-secondary education."

AUCC put FNUniv on probation, following two years of questions and concerns precipitated by FSIN vice-chief Morley Watson. As chair of the university's board of governors, Watson intervened in the management of the university, resulting in the resignation or dismissal of its president, two vice-presidents, deans of its three campuses, more than a quarter of its faculty and numerous administrative staff.

In response to public pressure, FSIN appointed an all-chiefs task force to recommend how to ensure proper governance of the university. The task force report that was released in November 2005 called for significant change to *the structure and operation of* the university board.

Few of the report's governance recommendations have been carried out and those that have are "largely cosmetic," according to CAUT.

"It is a great disappointment that FSIN failed to implement the recommendations of its own task force to restore proper university governance," said CAUT executive director James Turk. "We're saddened AUCC deems the First Nations University unworthy to be held to the same standard as Canada's other universities."

With membership in AUCC restored, Turk says he fears FNUniv will have little incentive to remedy its problems.

AUCC has lifted the First Nations University of Canada's probationary status, but CAUT council next month is to consider a motion censuring the university, seen here in a 2003 view.

At CAUT's council meeting last November, delegates from universities and colleges across Canada voted that CAUT officials should meet with the FNUniv president and board chair to discuss concerns over governance, academic freedom and the failure *to implement the academic staff's* collective agreement. There has been no reply to CAUT's requests for a meeting.

At its May meeting, CAUT council will consider a motion censuring FNUniv.

"Our desire is to see First Nations University return to its former traditions where institutional autonomy, academic freedom and respect for its faculty, its staff and its communities were priorities," said Turk. "Although it may be easier to remain silent about what is happening (at FNUniv), we have too high a regard for the ideals of those that built the university to do so." ■

Un projet de loi très « mal conçu »

Les associations de professeurs et les organisations étudiantes sont unanimes à condamner l'adoption par la Chambre des communes, le mois dernier, d'un projet de loi privé qui rend déductibles d'impôt toutes cotisations aux régimes enregistrés d'épargne-études (REEE). Selon elles, cet allégement fiscal ne contribuera pas à faciliter l'accessibilité aux études postsecondaires pour la majorité des étudiants et leurs familles.

De l'avis de la présidente nationale de la Fédération canadienne des étudiantes et étudiants, Amanda Aziz, le nouveau plafond annuel des cotisations fixé à 5 000 $ profitera uniquement aux familles les plus riches.

« Le projet de loi du député libéral Dan McTeague, qui coûtera environ un milliard de dollars par an, est une mauvaise utilisation de ressources déjà rares », a déclaré Mme Aziz. « Un moyen beaucoup plus équitable d'offrir une aide aux étudiants serait de réduire les frais de scolarité et d'augmenter les subventions fondées sur les besoins. »

Selon des données récentes de Statistique Canada, les REEE sont déjà le plus profitable aux familles à revenu élevé qui ont les moyens de verser des cotisations à ces régimes.

Le président de l'ACPPU, Greg Allain, a également critiqué ce projet de loi en faisant valoir qu'il aurait mieux fallu utiliser le milliard de dollars pour financer la recherche et revaloriser les budgets des universités.

« Nous avons besoin d'une augmentation du financement de base octroyé aux collèges et aux universités et de nouveaux capitaux en recherche fondamentale par le truchement des conseils subventionnaires », a soutenu M. Allain.

« Il est très décevant de constater que tous les partis d'opposition ont voté pour ce projet de loi mal conçu, et nous nous efforcerons de le faire rejeter en association avec les étudiants et d'autres partenaires ». ■

Traduit de l'article « Liberal RESP Bill Criticized » (*Bulletin de l'ACPPU*, mars 2008).

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NEWS ACTUALITÉS

Épargnes fiscales en 2007 : nouveautés

Le budget fédéral déposé par le gouvernement conservateur le 19 mars 2007 a considérablement modifié l'impôt sur le revenu. Si certaines des propositions qui y ont été présentées ont reçu force de loi, d'autres sont en voie d'être édictées. Par ailleurs, le 30 octobre 2007, le ministre des Finances Jim Flaherty a annoncé dans un énoncé économique une réduction des impôts et d'autres modifications fiscales.

Certains des principaux changements proposés dans le budget de 2007 et dans l'énoncé économique se retrouvent sous forme de texte à l'adresse www.acppubulletin.ca. Pour obtenir des renseignements plus approfondis concernant l'impôt sur le revenu, consultez le site www.acppu.ca et téléchargez dès maintenant (en format PDF d'Adobe Acrobat) le Guide de l'impôt de l'ACPPU de 2007, ou composez le 613-820-2270 pour obtenir un exemplaire gratuit de cette publication. ■

Deal at Wilfrid Laurier Ends Strike

Per course salaries for part-time faculty and librarians at Wilfrid Laurier University will increase over the course of a three-year collective agreement ratified this month. The deal reached on April 4 ended a two-week strike by more than 300 part-timers after negotiations fell apart over salaries and seniority. The improvement in salary narrows the gap WLU part-timers receive compared with levels being paid by competitors in the province, said Judy Bates, president of the faculty association. ■

Guelph Contract Signed

Guelph faculty association members ratified their first collective agreement April 1, bringing to an end more than a year of negotiation. The tentative agreement reached March 13 with the university administration was brokered with the assistance of a mediator hours before a strike deadline.

The four-year agreement provides base salary increases of 4.16% retroactive to July 1, 2007, a further 4.75% in July 2008, 4.75% in July 2009 and 4.84% in July 2010. In addition, the university agreed to pay all academic staff the same annual increments, starting at $1,900 on July 1, 2008 and increasing to $2,000 and $2,100 in each of the last two years.

As well as improvements to the money package, veterinarians now have job security, research and study leave continues at 100% salary and the university committed $200,000 a year for release time for faculty association work.

Negotiators for Guelph and the faculty association were unable to agree on intellectual property language and will submit this unresolved issue to arbitration. ■

Restrictions

☞ suite de la PAGE A5

ment qu'ils n'ont pas de plan et ne savent pas quelle direction prendre », a affirmé Cindy Oliver, présidente de la Federation of Post Secondary Educators de la Colombie-Britannique. « Des programmes et des possibilités d'accès disparaissent dans l'ensemble du système postsecondaire public. »

D'après Mme Oliver, les étudiants doivent déjà surmonter suffisamment d'obstacles pour accéder à l'éducation postsecondaire, et ces réductions ne feront qu'empirer les choses.

Saskatchewan

Les syndicats représentant le personnel universitaire de la province constatent que le dernier budget de la Saskatchewan comporte des mesures positives comme le maintien du gel des frais de scolarité à l'Université de la Saskatchewan et à l'Université de Regina et la hausse du financement direct des établissements d'enseignement postsecondaire, mais ils expriment toutefois des réserves sur son contenu.

Dorothy Lane, présidente de l'association du personnel académique de l'Université de Regina, a fait observer que le budget du 19 mars comporte plusieurs importantes propositions visant l'éducation postsecondaire, mais que les crédits supplémentaires accordés par le gouvernement ont surtout pour but de créer des places dans les programmes de formation en santé et à l'école de gestion publique de l'Université de Regina.

« Nous nous préoccupons du fait que le gouvernement accroît son soutien à cette école chargée de "former de brillants esprits destinés à un brillant avenir au sein de la fonction publique", la formulation choisie par le gouvernement laissant craindre une ingérence politique éventuelle dans le domaine des programmes postsecondaires », a-t-elle dit, ajoutant que le plan proposé n'aide en rien les programmes d'arts libéraux de base des universités de la Saskatchewan.

Mme Lane estime que les propositions de financement annoncées dans le budget appuient de façon générale les dépenses en immobilisations et en infrastructure et n'accordent que peu d'importance au maintien des effectifs universitaires et à la mise en œuvre des programmes.

« Nous avons aussi de graves inquiétudes à l'égard du climat actuel des relations du travail dans la province et de son incidence sur l'esprit de collégialité à l'université », a-t-elle ajouté.

Ontario

« Un Ontario du savoir » qui passe par la promotion de « l'excellence de l'éducation publique » est l'objectif avoué du budget présenté le 25 mars dernier par le ministre des Finances de l'Ontario, Dwight Duncan, un budget dont l'élément central est un programme de formation spécialisée de 1,5 milliard de dollars sur trois ans.

Même si le financement ciblé annoncé a sans doute plu à certains collèges, les corps professoral et étudiant des universités ont vertement critiqué cette mesure budgétaire.

Quelque 550 000 étudiants à temps plein des niveaux collégial et universitaire bénéficieront de subventions de 385 millions de dollars sur trois ans pour l'achat de manuels et de matériel technologique. Toutefois, les étudiants ont dénoncé le caractère « symbolique » de ces investissements, affirmant qu'il était plus urgent d'investir des fonds pour alléger leur niveau d'endettement et pour freiner l'augmentation des droits de scolarité.

Brian Brown, président de l'Union des associations de professeurs des universités de l'Ontario, a déclaré que les fonds prévus dans le budget pour le renouvellement de l'infrastructure n'étaient pas suffisants et que l'Ontario vient toujours au dernier rang pour ce qui est du financement des universités par habitant, alors que le rapport étudiants-professeur, qui est de 26 à 1, est le plus élevé du pays.

« La seule façon de réduire la taille des classes et d'améliorer le rapport étudiants-professeur est de recruter dès maintenant davantage de professeurs », a-t-il dit.

Selon M. Brown, on estime que d'ici 2009-2010, le nombre d'étudiants du premier cycle aura doublé par rapport à ce qu'il était en 2003 et atteindra 92 000. Il faudra embaucher 5 500 professeurs pour faire face à cette croissance, défi que le gouvernement ne s'est pas employé à relever dans le budget.

Nouveau-Brunswick

Le gel des frais de scolarité pour 2008-2009 dans les quatre universités du Nouveau-Brunswick, annoncé dans le budget du 18 mars, a valu des félicitations au gouvernement, mais ces félicitations s'accompagnaient de l'expression du regret que ce gel ne dure qu'un an.

« Nous nous réjouissons évidemment du gel des frais de scolarité », a affirmé Gary Long, président de la Fédération des associations de professeurs d'universités du Nouveau-Brunswick. « Il ne s'appliquera cependant que pendant un an. Le budget prévoit une augmentation de 6 % du financement accordé aux universités, mais une bonne part de ces fonds servira à financer le gel des droits de scolarité, ces derniers ayant toujours tendance à augmenter. »

M. Long pense que le gouvernement provincial devrait supprimer les droits de scolarité des étudiants se destinant à l'université et acquitter lui-même la facture.

Si, comme le précise l'exposé budgétaire, « le Nouveau-Brunswick est la province canadienne ayant le plus faible pourcentage de personnes qui ont terminé au moins certaines études postsecondaires », M. Long dit douter qu'une augmentation de 6 % du financement facilite vraiment l'accès à l'éducation postsecondaire. ■

Harassed

☞ From PAGE A1

"We urge Memorial and Eastern Health to heed the recommendations of the committee," said CAUT executive director James Turk.

"If this type of situation can be avoided in future by the university and health authority developing and using policies which ensure faculty the fair treatment and natural justice in the adjudication of disputes, all parties will be better served."

Popadiuk is still employed by Memorial University and Eastern Health. ■

The committee's 69-page report is available at http://www.popadiukinquiry.ca/.

Harcèlement

☞ suite de la PAGE A1

et immunologie à l'Université de l'Alberta et Philippe DeWals, directeur du département de médecine sociale et préventive à l'Université Laval.

Le personnel administratif de l'Université Memorial et celui de la Eastern Health Corporation – la régie régionale de la santé qui exploite le centre de traitement du cancer où travaille la docteure Popadiuk – ont refusé de collaborer aux travaux de l'enquête, et certaines personnes n'ont accepté de parler aux membres du comité que sous le couvert de l'anonymat.

Selon le rapport, la controverse a été lancée en 2002 lorsque le docteur Gavin Stuart – alors chef du département d'oncologie de l'Université de Calgary et maintenant doyen de la faculté de médecine de l'Université de la Colombie-Britannique – a fait des observations aux supérieurs de la docteure Popadiuk alors qu'il consultait un patient qui était traité à St. John's.

La succession d'événements qui ont suivi ont marginalisé de plus en plus la docteure, qui jusqu'alors était considérée comme une « collègue productive et active tant dans ses tâches d'enseignement que dans ses travaux de recherche ».

Le traitement injuste et inacceptable qui lui a été réservé a contribué à rendre « l'environnement de travail glacial et inconfortable, marqué par le harcèlement ».

Les membres du comité d'enquête recommandent entre autres dans leur rapport que les employeurs de la professeure Popadiuk lui adresse des excuses et qu'ils mettent en place des politiques de lutte contre le harcèlement et des procédures de règlement des différends.

« Nous demandons aux dirigeants de l'Université Memorial et de la Eastern Health de tenir compte des recommandations du comité », a déclaré le directeur général de l'ACPPU, James Turk.

« Si, par l'élaboration et l'application de politiques qui garantissent le respect des principes d'équité et de justice naturelle dans le règlement des différends, l'université et la régie de la santé peuvent faire en sorte d'éviter que ce type de situation ne puisse se reproduire, toutes les parties en seront gagnantes. »

La docteure Popadiuk occupe toujours son poste à l'Université Memorial et à la Eastern Health. ■

Le rapport de 69 pages publié par le comité est disponible (en anglais seulement) à l'adresse http://www.popadiukinquiry.ca/.

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■ **ACCOUNTING — University of Alberta.** The University of Alberta School of Business seeks an energetic and productive individual to fill the Winspear Chair in Accounting in the Department of Accounting and Management Information Systems. This leadership position requires a candidate with a strong record and demonstrated promise of continuing excellence in accounting research and teaching and he/she must hold a PhD. The Winspear Chair will lead by example in these areas and will also have a leadership role in interactions with accounting practitioners. Appointment will be at the rank of full professor with expertise in any area of accounting research and teaching. Salary and support will be commensurate with the candidate's record and is competitive with other Canadian university accounting departments/areas. The University of Alberta School of Business is one of Canada's top business schools and has an international reputation for the quality of its research. We are a leading research intensive School with graduate and undergraduate teaching strongly valued and supported. Accounting faculty are among the most active researchers in the School. Strong relations with the accounting profession and the business community are also required for this Chair. The competition remains open until the position is filled. Information about the Department, the School, the University and Edmonton can be obtained at www.business.ualberta.ca. Application and curriculum vitae may be forwarded to: Peter Tiessen, Winspear Chair Selection Committee, Accounting and Management Information Systems Department, University of Alberta, Edmonton, AB, Canada, T6G 2R6; Phone: (780)492-3053; Fax: (780) 492-3325; Email: peter.tiessen@ualberta.ca. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. If suitable Canadian citizens or permanent residents cannot be found, other individuals will be considered. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

■ **ACCOUNTING — University of Waterloo.** The University of Waterloo invites applications for tenured or tenure-track positions in Accounting. We welcome applications from candidates for appointments beginning July 1, 2008 or thereafter. Rank and field are open. Candidates for a tenured position should have established reputations for high-quality research and teaching, and an interest in contributing to our PhD program, the largest of its kind in Canada. Candidates for Assistant Professor should have a completed or nearly completed PhD, and should demonstrate the potential for high-quality research and teaching. The School of Accounting and Finance is entering an exciting period of growth, in which we will add 20 new faculty members over four years. In 2008, we will add over 50,000 square feet of new classrooms and offices. We offer a stimulating environment for research and teaching, and promote intellectual curiosity and growth. The School's award-winning faculty includes active researchers using archival, experimental and analytical techniques to study a broad spectrum of accounting and finance issues. Our faculty serve on the editorial boards of leading scholarly journals. The School's collaborative environment encourages faculty members to help each other reach their maximum potential. Our highly regarded and unique undergraduate and graduate programs attract top students from Ontario and across Canada. For details about our faculty and programs please visit: http://accounting.uwaterloo.ca/. The University of Waterloo consistently ranks as a leading comprehensive university in Canada and an innovator in education and research. The Intelligent Community Forum designated Waterloo, Canada as the 2007 Intelligent Community of the Year. The town lies approximately 100 km. west of Toronto, Canada's financial and cultural capital. We encourage applications from all qualified candidates, although Canadian citizens and permanent residents receive priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities. To apply, please send a curriculum vitae and research sample, preferably electronically. In addition, three referees should send letters directly to: lola@uwaterloo.ca Alternatively, paper applications may be sent to: The Director, c/o Lori Laronde, Administrative Assistant, School of Accounting and Finance, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1 Review of applications began from December 2007 and will continue until the positions are filled.

■ **ANGLAIS — Collège militaire royal du Canada.** Le Département d'anglais du Collège militaire royal du Canada cherche à combler un poste menant à la permanence comme professeur adjoint ou, dans un cas exceptionnel, à un rang approprié selon le niveau d'expérience du candidat retenu. Les fonctions seront partagées entre le Centre d'écriture et le Département d'anglais. Les qualifications requises en littérature anglaise sont un doctorat complet avec une concentration dans un ou plus des domaines suivants: la littérature britannique du vingtième siècle, les etudes des films et medias, la création littéraire, ainsi qu'une expérience acceptable en recherche, soutenue par un dossier de publications fort ou prometteur. Les qualifications requises pour le Centre d'écriture sont une connaissance des méthodes spécifiques de rhétorique et de composition, une capacité indubitable à identifier et à résoudre les problèmes d'écriture reliés à la redaction de travaux estudiantins dans une gamme de disciplines universitaires, et, une capacité reconnue à travailler en collaboration avec ses collègues à travers toute l'université. L'expérience du candidat doit aussi inclure un excellent dossier d'enseignement en anglais dans une université, et plusieurs années d'expérience en enseignement en rhétorique et en composition spécifique aux discours au niveau universitaire. Les fonctions incluent l'enseignement des cours d'anglais, le développement et la poursuite active d'un programme de recherche menant à la publication, l'enseignement et le développement de programmes de composition intégrés au divers départements à travers l'université, le développement de modules d'instruction spécifiques pour permettre aux étudiants d'améliorer leurs compétences en communication et en réflexion à travers leurs travaux écrits, et, le tutorat aux étudiants individuels. Ce poste est bilingue et requiert l'habilité de lire, comprendre et de communiquer oralement dans les deux langues officielles (profil linguistique PPP/PPP). Si aucun des candidats ne rencontre les pré-requis pour ce poste, un bassin sera établit pour combler des postes semblables dont le profil et les exigences linguistiques peuvent varier. Cette position sera comblée à un rang et niveau de salaire approprié aux qualifications et à l'expérience du candidat choisi. L'échelle salariale pour le rang de professeur adjoint est de 46 283 $ à 84 515 $ et le maximum pour les rangs de professeur agrégé et professeur titulaire sont de 101 814 $ et 121 821 $, plus une indemnité provisoire de 3 300 $. Le salaire de départ accordé dépendra de l'expérience et des qualifications du candidat. La personne sélectionnée aura une période probatoire de 36 mois. Les candidats intéressés doivent faire parvenir leur curriculum vitae, la preuve de leur capacité d'enseigner, un sommaire des intérêts de recherche, quelques exemples de publications et tes coordonnées de trois références, à: Mme Cheryl Hogan, Ressources humaines civiles (Kingston), Base des forces canadiennes Kingston, CP 17000, Succursale Forces, Kingston, ON, K7K 7B4, Tél. (613) 541-5010, Poste 5037, Fax. (613) 541-4496; Courriel électronique: Hogan.cl@forces.gc.ca. La date prévue d'entrée en fonction est l'été 2008 La dalle limite d'acceptation des candidatures est fixée au 30 Avril 2008. Selon la Loi sur l'emploi dans la fonction publique, la préférence est accordée aux citoyens et citoyennes du Canada. Aussi, les candidats doivent obtenir un certificat d'enquête de sécurité avec Cote de fiabilité. Les candidats ayant reçus une éducation à l'extérieur du Canada doivent prouver que leurs diplômes sont équivalents aux diplômes canadiens. Pour de plus amples renseignements à ce sujet, veuillez consulter le centre d'informaiion canadien sur les diplômes internationaux à l'adresse suivante: http://www.cmec.ca/cicic/. Il est important de noter que le collège militaire royal du Canada offre aux étudiants civils au niveau du deuxième et troisième cycle avec la possibilité d'obtenir des bourses d'étude. Aussi les professeurs ont accès à des fonds pour supporter leurs recherches incluant les fonds du CRSNG. Le collège militaire royal du Canada est une Institution mixte et bilingue. Ces postes sont offerts tant aux femmes qu'aux hommes.

■ **ARABIC LANGUAGE — Queen's University.** Queen's University, Kingston, Ontario, Canada, seeks a qualified Instructor of Modern Standard Arabic for a three-year, non-renewable appointment at the rank of Lecturer or Assistant Professor. Candidates with advanced university qualifications and previous university teaching experience are preferred. The successful candidate will have a record of high quality teaching at the university level and will be expected to participate in developing courses in Arabic language. Proven expertise in additional areas are welcome, including Arabic literature, film, cultural studies, intellectual thought, modern media and journalism, or religious texts. Please forward a letter of ap-

Advertising Deadlines 2007–2008 Dates limites

Deadlines to place, change, renew, or cancel your advertising material in the printed *CAUT Bulletin* are listed below. Ad space closes approximately three weeks prior to publication date. Ad placement deadlines are also the materials due dates. Copy changes, art changes, cancellations, late postings or renewals will generally not be accepted after an ad deadline, and none should be presumed executed without acknowledgment from the *Bulletin*.

Les dates limites pour réserver, modifier, renouveler ou annuler une annonce à publier dans le *Bulletin de l'ACPPU* sont indiquées ci-après. L'échéance des annonces précède d'environ trois semaines la date de parution. Les dates limites des annonces sont aussi les dates de soumission du texte publicitaire. De façon générale, la rédaction du *Bulletin* n'acceptera pas les modifications au texte et aux illustrations, les annulations, les renouvellements ni le matériel soumis en retard après la date limite des annonces. Il ne peut être présumé que l'une ou l'autre de ces requêtes a été exécutée sans la confirmation expresse de la rédaction du *Bulletin*.

ISSUE \ NUMERO	AD DEADLINE \ DATE LIMITE	PUBLICATION DATE DE PARUTION
September 2007 septembre	August 08 août 2007	August 30 août 2007
October 2007 octobre	September 05 septembre 2007	September 27 septembre 2007
November 2007 novembre	October 03 octobre 2007	October 25 octobre 2007
December 2007 décembre	November 07 novembre 2007	November 29 novembre 2007
January 2008 janvier	November 28 novembre 2007	December 20 décembre 2007
February 2008 février	January 09 janvier 2008	January 31 janvier 2008
March 2008 mars	February 06 février 2008	February 28 février 2008
April 2008 avril	March 05 mars 2008	March 27 mars 2008
May 2008 mai	April 02 avril 2008	April 24 avril 2008
June 2008 juin	May 07 mai 2008	May 29 mai 2008

Advertising Rates (Section B)

All prices in effect until June 2008

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Classified ads $1.10/word

OTHER
Classified ads $0.50/word

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Digital output (CMYK ads only) $75
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AUTRES
Annonces classées ..... 0,50 $/mot

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Supplément pour quadrichromie ..... 900 $
Impression numérique (quadrichromie) ..... 75 $
Espace-prime (les grandes annonces) ..... +25 %
Ristourne d'agence (prêts à photographier) ..... –15 %

Publisher's Statement

The CAUT *Bulletin* will not accept advertisements from for-profit post-secondary institutions or job advertisements restricting applications on grounds of race, national origin, religion, colour, sex, age, marital status, family status, ethnicity, disability, sexual preference, social origin, or political beliefs or affiliation. CAUT expects that all positions advertised in the *Bulletin* are open to both men and women. Advertisements using restrictive language will not be accepted except when the language is consistent with human rights legislation. Where any bona fide reasons for exemption to a general policy stated above exist, it is the responsibility of the institution which intends to place a restrictive advertisement to provide the Editor of the *Bulletin* with a statement as to these reasons. The CAUT Policy Statement on Academic Freedom contains fundamental statements of principle which reflect key priorities of this organization. The CAUT Bulletin thereby reserves the right to refuse advertisements from any post-secondary institution where such advertisement or practice of the institution appears to demonstrate an intention to restrict (or has in fact restricted) academic freedom.

As a service to CAUT members interested in positions available in other countries, the *Bulletin* accepts advertisements for those positions. The view of academic freedom and the extent to which it is protected in other countries may vary. Except in the case of the United States, where the American Association of University Professors (AAUP) investigates alleged violations of academic freedom, there is no method by which we can provide any verifiable information concerning the state of academic freedom at institutions outside of Canada. CAUT publishes a list of colleges and universities censured by AAUP twice a year. Further information about those censures can be obtained by writing to AAUP, 500-1012 14th St. N.W., Washington, DC 20005-3465; tel: (202) 737-5900 or visit www.aaup.org

Déclaration de l'éditeur

Le *Bulletin* de l'ACPPU n'accepte ni les publicités des établissements postsecondaires à but lucratif ni les offres d'emploi qui restreignent les candidatures pour des raisons de race, d'origine raciale, de religion, de couleur, de sexe, d'âge, d'état civil, de situation familiale, ethniques, d'incapacité, d'orientation sexuelle, d'origine sociale ou de convictions ou d'attaches politiques, générales. L'ACPPU s'attend à ce que tous les postes annoncés dans le *Bulletin* soient offerts aux hommes et aux femmes. Les annonces utilisant un langage restrictif ne sont pas acceptées à moins qu'elles ne soient conformes à la *Loi sur les droits de la personne*. Il incombe à l'établissement qui a l'intention de faire paraître une annonce restrictive de fournir à la rédactrice du *Bulletin* une déclaration énonçant ces raisons. L'énoncé des principes fondamentaux de l'ACPPU sur la liberté académique reflète les priorités clés de cette organisation. Le comité de rédaction du *Bulletin* de l'ACPPU se réserve donc le droit de refuser de publier les annonces d'un établissement postsecondaire dans le cas ou la teneur de ces annonces ou les pratiques de cet établissement démontrent l'existence d'une intention de restreindre la liberté académique (ou restreignent en fait celle-ci).

Le *Bulletin* accepte les offres d'emploi à l'extérieur du Canada a titre de service pour les membres de l'ACPPU que pourraient être intéressés. La perception de la liberté académique et son degré de protection peuvent varier d'un pays à l'autre. À l'exception des États-Unis, où l'American Association of University Professors enquête sur des prétendues violations de la liberté académique, il n'existe aucune méthode nous permettant de vérifier la situation de la liberté académique dans les établissements postsecondaires étrangers. Deux fois par année, l'ACPPU publie une liste des collèges et des universités faisant l'objet de censure par l'AAUP. Pour obtenir des renseignements supplémentaires sur ces censures, prière d'écrire à l'AAUP, 500-1012 14th St. N.W., Washington, DC 20005-3465, tél. : (202) 737-5900, ou de visiter www.aaup.org

CAREERS CARRIÈRES

plication, a curriculum vitae and three letters of reference to Dr. Gordon E. Smith, Associate Dean, Faculty of Arts and Science, Queen's University, Kingston, Ontario K7L 3N6 by April 15, 2008. This position will commence on July 1, 2008 or as soon thereafter as possible. The University invites applications from all qualified individuals. Queen's is committed to employment equity and diversity in the workplace and welcomes applications from women, visible minorities, aboriginal people, persons with disabilities, and persons of any sexual orientation or gender identity. The academic staff at Queen's University are governed by a Collective Agreement between the Queen's University Faculty Association (QUFA) and the University which is posted at <http://www.qufa.ca>. All qualified candidates are encouraged to apply; however, Canadian citizens and Permanent Residents will be given priority.

■ **ART HISTORY — Carleton University.** The College of the Humanities and the School for Studies in Art and Culture seek an art historian who is able to satisfy the following teaching requirements: (1) a survey of art history from antiquity to the present day, taught annually as a curriculum requirement for students in the Bachelor of Humanities degree program in the College of Humanities, and (2) courses in medieval art history for students in the Bachelor of Arts program and, possibly the MA program, in the School for Studies in Art and Culture. This joint appointment is for an entry-level tenure-track position, at the rank of Assistant Professor, to commence July 1, 2008. Applicants should possess a PhD in Art History, a strong commitment to scholarship reflected in publications, an active research profile, and demonstrated excellence in teaching. The successful candidate will be expected to develop a research program leading to significant peer-reviewed publications and to contribute effectively to academic life in the two units. Carleton University is strongly committed to fostering diversity within its community as a source of excellence, cultural enrichment, and social strength. We welcome those who would contribute to the further diversification of our faculty and its scholarship including, but not limited to, women, visible minorities, Aboriginal peoples, persons with disabilities, and persons of any sexual orientation or gender identity. All qualified candidates are encouraged to apply but applications from Canadians and permanent residents will be given priority. Applicants should provide a letter stating research and teaching interests, together with a curriculum vitae, samples of writing (preferably published), any available teaching evaluations, and the names and coordinates of three referees whom the candidate will have asked separately to supply letters of recommendation. These should be directed to: Dr. Farhang Rajaee, Director, College of the Humanities, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario K1S 5B6. Consideration of applications will begin on March 31, 2008 and continue until the position is filled. For additional information on the Faculty of Arts and Social Sciences and its programs, please consult the following Web sites. http://carleton.ca/fass/; http://www.carleton.ca/chum/; and http://www.carleton.ca/artandculture/.

■ **ASIAN HISTORY — Saint Mary's University.** The Department of History at Saint Mary's University invites applications for a nine-month sessional position in modern Asian History, to begin September 1, 2008. Scholars whose primary expertise involves South, Southeast, or East Asia are particularly encouraged to apply. The successful instructor will be joining a department with a vigorous research culture whose faculty, graduate students, and post-doctoral fellows have made contributions to historical scholarship in a wide range of areas. Our department provides vital support for the university's interdisciplinary programs, including Asian Studies, Women's Studies, Atlantic Canada Studies and International Development Studies. We also enjoy a close relationship with the local museum and educational community. For further information visit our web page: http:// www.smu.ca/academic/arts/history. Applicants must have a completed PhD, or be near completion, and demonstrate considerable promise in teaching, research and scholarly publication. The mission of Saint Mary's University is to offer undergraduate, graduate, and continuing education programs to both full-time and part-time students; to carry out research and disseminate its results; and to serve the community at the local, regional, national, and international levels. In carrying out its mission, Saint Mary's is guided by a commitment to accessibility, diversity, and the provision of a positive and supportive learning environment. It attaches high priority to promoting the personal as well as intellectual development of students, to encouraging engagement with global issues, and to fostering the split of critical inquiry through the effective integration of teaching and research. Applicants should send a letter of application, a c.v., evidence of teaching ability, a writing sample and contact information for three academic referees to the Acting Chair, Department of History, Saint Mary's University, Halifax, Nova Scotia, Canada, B3H 3C3; fax (902) 420-5141; e-mail: history@smu.ca. There is no closing date, but the Department will begin reviewing applications on May 15, 2008. Although candidates of all nationalities are encouraged to apply, priority will be given to Canadian citizens and permanent residents. Saint Mary's University is committed to principles of employment equity. Rank and salary will be commensurate with experience and qualifications as outlined in Saint Mary's University Collective Agreement.

Sessional Faculty Openings

UCFV has Sessional Faculty openings in the Fall 2008 Semester in the following disciplines.

- **Psychology**
- **Kinesiology and Physical Education**
- **Physics**
- **Mathematics and Statistics**
- **Library and Information Technology**
- **Health Sciences**
- **Chemistry**
- **Economics**
- **Biology**
- **Theatre**
- **Communications**
- **Adult Education**

The University College of the Fraser Valley, with 10,000 students annually pursuing more than 80 degree, diploma and certificate programs, is committed to teaching excellence. Our foundation for academic excellence is small class sizes, support for active research and scholarship, and a friendly supportive environment open to collaboration and innovation.

For full details on these positions visit
www.ucfv.ca/careers

UCFV

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■ **BIOLOGICAL SCIENCES — University of Lethbridge.** The University of Lethbridge invites applications for a tenure-track (probationary) faculty position in the Department of Biological Sciences at the rank of assistant professor in the area of population biology. Applicants with strength in the areas of population genetics, aquatic or terrestrial ecology, conservation biology, ecosystem management, evolutionary biology or ecology are encouraged to apply. Applicants must have a PhD and demonstrated potential for excellence in teaching and research. The successful candidate will be expected to build an externally funded research program, supervise graduate students, and will be encouraged to develop collaborations with, and seek funding from, federal and provincial agencies. The Department of Biological Sciences (http://www.uleth.ca/fas/bio), with 24 faculty and 47 graduate students, offers an exciting environment with potential for collaborative research in the areas of molecular ecology and evolution, behavioural ecology, aquatic ecosystems, conservation biology, plant systematics, physiological ecology, toxicology and parasitology. The University of Lethbridge has ready access to a diverse array of prairie and mountain habitats, including many lakes, ponds, and rivers. In addition, the university will soon be opening a new Water and Environmental Sciences building, featuring top-tier aquatic and terrestrial research as well as analytical laboratory facilities. The Department maintains a field research station in the foothills of the Rocky Mountains in southwestern Alberta. The successful candidate will be expected to participate in teaching at both the junior and senior undergraduate level. Candidates should submit: a letter of application, a CV, transcripts, a one-page summary of research plans, a statement of teaching interests and teaching philosophy, and reprints of their three most significant publications to Dr. Cam Goater, Chair, Department of Biological Sciences, University of Lethbridge, 4401 University Drive W, Lethbridge, Alberta, Canada T1K 3M4, preferably electronically via barbara.beckett@uleth.ca. Applicants must also arrange for three letters of reference to be sent electronically. Closing date: April 30, 2008. The University of Lethbridge offers a competitive salary commensurate with experience and has an excellent benefits plan. The position is open to all qualified applicants, although preference will be given to Canadian citizens and permanent residents of Canada. The University is an inclusive and equitable campus encouraging applications from qualified women and men including persons with disabilities, members of visible minorities and Aboriginal persons.

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■ **CHEMICAL & BIOCHEMICAL ENGINEERING — University of Western Ontario.** Applications are invited for a faculty position in the area of Green Engineering and Alternative Energy. The Department of Chemical and Biochemical Engineering (http://www.eng.uwo.ca/chemical/) invites applications from qualified individuals to a position in the area of Green Energy and Alternative Energy. The successful candidate will be appointed at the level of Assistant Professor or Associate Professor (probationary tenure track). Exceptional candidates will be considered for a tenured appointment at the Associate Professor or Professor rank, commensurate with qualifications and experience. The Department of Chemical and Biochemical Engineering is one of four departments in Western Engineering (http://www.eng.uwo.ca). Situated in picturesque London, Ontario, a city with a population of approximately 348,000 along the banks of the Thames River, The University of Western Ontario is a prominent academic institution that has made a commitment to excel as a research intensive university. Embracing this mission, Western Engineering is committed to hiring in areas of identified priority. Our strategy is to offer a mid-sized undergraduate program where students receive more customized education, and to develop our graduate programs aiming to broadly achieve international stature. We seek energetic and dynamic candidates who will be able to positively contribute to both teaching and research efforts of our Department. The successful candidate will have a PhD degree in Chemical Engineering or in related engineering disciplines and will have demonstrated an outstanding record of research and publication. The successful candidate will be expected to: maintain an ongoing vigorous research program in Green Engineering and Alternative Energy related to one or more of the four identified research initiatives of the department (Biomaterials & Biochemical Engineering, Environmental & Green Engineering, Reaction & Process Systems Engineering, and Particle Technologies & Fluidization); collaborate with existing faculty; attract external research funding; supervise graduate students; instruct in undergraduate and graduate courses; and participate in other educational and professional activities. The candidate will be expected to participate in the normal administrative activities of the Department, Faculty and University. Commitment to or eligibility for registration as a Professional Engineer in Ontario is required for this appointment. Those applying for this position should forward curriculum vitae and the names and addresses of three referees to: Dr. S. Rohani, Chair, Department of Chemical and Biochemical Engineering, The University of Western Ontario, London, Ontario, Canada, N6A 5B9. We also welcome e-mail inquiries and submissions at: rohani@eng.uwo.ca. Application end date is April 30, 2008 or until position is filled. Position is subject to budget approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities

■ **CHEMICAL ENGINEERING — University of Waterloo.** The Department of Chemical Engineering at the University of Waterloo invites applications from outstanding candidates for two tenure track positions at the level of Assistant, Associate, or Full Professor in all areas of chemical engineering. All applicants must demonstrate excellent research potential as well as strong undergraduate teaching interest and ability. The successful applicant will assume a normal teaching load and will be expected to teach a range of undergraduate and graduate courses in chemical engineering. He/She is also expected to contribute to the teaching and supervision of graduate students. Candidates are expected to become eligible for Professional Engineering Registration in Ontario. The Department currently has 31 full-time faculty members conducting research in the following seven theme areas: Biochemical and Biomedical Engineering; Interfacial Phenomena, Colloids and Porous media; Green Reaction Engineering, Nanotechnology; Process Control, Statistics ad Optimization, Polymer Science and Engineering; and Separation Processes. The department has a total annual enrolment of 500 undergraduate and over 130 graduate students making it one of the larger chemical engineering departments in North America. The University of Waterloo has over 23,000 students, and is consistently ranked among the top comprehensive universities in Canada. The scenic campus is part of the twin-cities of Kitchener-Waterloo with a population of 300,000 located 100 km SW of Toronto. The community is rated highly for its excellent living conditions. More information on the department of university is available at www.uwaterloo.ca. Applications consisting of a curriculum vitae, a clearly outlined research program, statement of teaching interests, names and full contact information for three referees should be sent to: Professor T.A. Duever, Chair, Department of Chemical Engineering, University of Waterloo, 200 University Avenue West, Waterloo, Ontario, Canada, N2L 3G1. Applications will be received until the positions are filled. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

■ **CIVIL & ENVIRONMENTAL ENGINEERING — University of Waterloo.** The Department of Civil and Environmental Engineering at the University of Waterloo invites applications for several tenure-track and tenured faculty positions in all areas of civil, environmental and geological engineering, to support undergraduate teaching and interdisciplinary research focused on engineering for sustainable development. We are particularly interested in candidates with strong backgrounds in computational modeling, statistical risk evaluation and assessment of large scale systems for sustainability to complement the department's strength in traditional areas of geomechanics, structural mechanics/reconstruction, transportation, water resources and environment. Preference will be given to candidates in the following priority areas identified in the course of the department's planning process: (1) Civil infrastructure management, financing and public policy, with preferred expertise in areas such as life-cycle environmental impact and cost analyses, risk-based quantitative policy analyses, multi-purpose infrastructure asset valuation and alternative governance mechanisms for delivery of infrastructure services. (2) Transport, environment and sustainability, with experience in designing environmentally sustainable transport scenarios. Candidates will have an established record of research focusing on urban transportation systems from the broad and integrative perspective of sustainability in its technological, economic, environmental, social and political-institutional dimensions. (3) Regional-scale modelling and/or management, with a focus on the environment and topics or issues such as hydrology, climate change, air quality, impact of land use change and sustainable growth. Strong quantitative skills and a demonstrated record of interdisciplinary cooperative activity are necessary. Expertise in spatial analysis, regional-scale modelling and/or informatics (with a focus on applications in civil and environmental engineering) is required. Ability to teach GIS at the undergraduate level is essential. (4) Building physics, with required expertise in heat, air and mass transfer in buildings, building parts and materials, including the durability, health and energy performance of buildings. Expertise in global energy issues and life-cycle optimization for low energy consumption and pollution is an asset. The individual selected will be expected to contribute to teaching core undergraduate engineering science, and senior level courses in building physics, and to pursue collaborative research with the School of Architecture at the University of Waterloo. Applicants should have or expect to receive a PhD in civil engineering or a closely related field and have a strong commitment to teaching and research. Successful candidates for these positions will be required to become licensed professional engineers in the Province of Ontario in respective of their educational background. The University of Waterloo encourages applications from all qualified individuals including women, members of visible minorities, native peoples and persons with disabilities. All qualified individuals are encouraged to apply; however, Canadians and permanent residents will be given priority. Interested candidates are invited to submit a detailed curriculum vitae, including a statement of career objectives, and the names, addresses, e-mail addresses, telephone and FAX numbers of at least three references. Applicants are requested to provide a statement explaining how their research interests relate to the four targeted areas. Mail to Professor Leo Rothenburg, Chair, Department of Civil and Environmental Engineering, University of Waterloo, Waterloo, Ontario, N2L 3G1. Applications will be considered at any time until positions are filled.

■ **CIVIL & ENVIRONMENTAL ENGINEERING (HYDRAULICS) — University of Waterloo.** The Department of Civil & Environmental Engineering at the University of Waterloo invites outstanding individuals to apply for a tenure-track position in the area of Environmental Hydraulics at the Assistant or Associate Professor rank. The candidate should be advancing theoretical, laboratory and field research in areas including, but not limited to, river hydraulics, sediment transport, physical modelling, eco-hydraulics, groundwater surface water interaction, and / or design of hydraulic structures. Experience in model development, hydraulics and/or modelling of ecological processes would be an advantage. The successful candidate must complement the Environmental and Water Resources Engineering Research Group in the Department of Civil & Environmental Engineering primarily comprised of hydraulics, hydrology, hydrogeology, water quality and water treatment researchers. Applicants should have a PhD in Civil Engineering or a closely related field and be eligible for Professional Engineering registration in the Province of Ontario. Applicants must have proven ability, or potential for excellence, in teaching and research. Industrial experience is desirable but not a requirement. The successful applicant is expected to have excellent communication skills and be able to supervise graduate students and teach undergraduate and graduate courses in a wide range of subjects in Environmental Engineering including fluid mechanics, hydraulics and sediment transport. The University of Waterloo encourages applications from all qualified individuals including women, members of visible minorities, native peoples and persons with disabilities. However, Canadians and permanent residents will be given priority. Interested candidates are invited to submit a detailed curriculum vitae, including a statement of career objectives, and the names, addresses, E-mail addresses, telephone and FAX number of at least three references. Mail to Professor Leo Rothenburg, Chair, Department of Civil & Environmental Engineering, University of Waterloo, Waterloo, Ontario, N2L 3G1. Further Information is provided at the department web site (http://www.civil.uwaterloo.ca/). Applications will be considered at any time until the position is filled.

■ **CIVIL & ENVIRONMENTAL ENGINEERING (MECHANICS) — University of Waterloo.** The Department of Civil and Environmental Engineering at the University of Waterloo invites applications for a tenure-track faculty position in the area of engineering mechanics. Candidates should have a strong background and research record in areas such as advanced materials modeling and computational mechanics. Applicants must have potential or proven ability to develop an internationally recognized research program and a strong commitment to teaching at the undergraduate level in the area of solid mechanics and materials. Eligibility for Professional Engineering registration in Ontario is required. We anticipate filling the position at the Assistant or Associate Professor level; however, qualified candidates at all levels will be considered with hiring rank and tenure status commensurate with academic accomplishments. The University of Waterloo encourages applications from all qualified individuals including women, members of visible minorities, native peoples and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Interested candidates are invited to submit detailed curriculum vitae, including a statement of career objectives, and the names, addresses, E-mail addresses, telephone and Fax numbers of at least three references. Mail to Professor Leo Rothenburg, Chair, Department of Civil and Environmental Engineering, University of Waterloo, Waterloo, Ontario, N2L 3G1. Applications will be considered at any time until the position is filled

■ **CIVIL ENGINEERING — University of British Columbia.** Applications are invited

UNIVERSITY OF ALBERTA
EDMONTON, ALBERTA, CANADA

www.careers.ualberta.ca

Chair, Department of Human Ecology

The Faculty of Agricultural, Life and Environmental Sciences at the University of Alberta invites applications for the position of Chair, Department of Human Ecology. The Department of Human Ecology is home to 12 full-time faculty members who conduct research on Aging, Children, Youth and Families; Material Culture; and High Performance Textiles and Apparel. Faculty members hold over $15 million in research funding, either individually or collaboratively. With an annual operating budget of approximately $1.7 million, this student-centered, research intensive Department offers masters programs in Family Ecology and Practice, Aging, and Textiles and Clothing, and a PhD program in Human Ecology. Undergraduate degrees are offered with majors in Family Ecology and Textiles & Clothing. The Department is home to a state of the art Protective Clothing and Equipment Research Facility, Textile and Apparel Research Laboratories, Design Studios, Social Sciences Research Suite, and world renowned clothing and textile collection that supports teaching and research. The Department has close collaborations with other units on campus, particularly Arts, Education, the Health Sciences Faculties, and Engineering, and with numerous community partners. Additional information about the Department is available at http://www.hecol.ualberta.ca/.

The Department seeks a Chair who exhibits commitment to bringing inspired leadership, vision, and strong strategic planning, organizational and management skills to this excellent and diverse department. The Chair will be a team builder who is an open and supportive administrator. A demonstrated ability to secure resources to support continued growth and excellence in teaching and research is essential. The successful candidate will have a demonstrated understanding of the human ecosystem perspective that unifies the physical sciences, social sciences, arts and humanities in this unique department. The successful candidate will have a doctorate and a strong track record in research, teaching and graduate student supervision that complements the Department's areas of strength.

Located in Edmonton, Alberta, Canada, the University of Alberta is recognized nationally and internationally for educational and research excellence, offering a very broad range of outstanding programs. The U of A is the 5th largest and one of Canada's premier teaching and research intensive universities serving some 36,000 students, with more than 11,000 faculty and staff.

It ranks third in research funding for Canadian universities and its faculty have received more national 3M Teaching Fellowships (Canada's top award for undergraduate teaching excellence) than any other university in Canada. For more information about the University of Alberta go to http://www.ualberta.ca/.

Review of applications will commence March 1, 2008; however, the competition will remain open until the position is filled. The start date is negotiable.

Applications, including a curriculum vitae, the names of three references, and a two-page vision statement for this position, may be sent to the contact below.

Interested applicants may apply to:

Dr. John Kennelly, Dean
Faculty of Agricultural, Life and Environmental Sciences
University of Alberta
Edmonton, Alberta, Canada T6G 2P5

All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

CAREERS CARRIÈRES

from outstanding individuals for a tenure track position at the Instructor I rank in hydrotechnical engineering within the Department of Civil Engineering at the University of British Columbia. The successful candidate will be expected to hold a PhD in civil engineering or a related field. Ideally the successful candidate will have experience in experimental hydraulics and fluid mechanics. Applicants should also have an interest in engineering design and a willingness to collaborate on a Faculty-wide engineering design initiative. Applicants should also either have, or be willing to pursue, registration with the Association of Professional Engineers and Geoscientists of British Columbia. The successful candidate will be responsible for delivering Civil Engineering undergraduate courses primarily in the areas of fluid mechanics, hydraulics, hydrology and water resources engineering. The candidate will also be responsible for management of the Civil Engineering hydraulics laboratory and will be active in laboratory instruction and demonstration. The successful candidate will also play an active role in the Environmental Engineering degree program offered jointly by the University of British Columbia and the University of Northern British Columbia. Further information about the Department of Civil Engineering is available at www.civil.ubc.ce. Information on the employment environment in the Faculty of Applied Science is available at www.apsc.ubc.ca/prospective_faculty. A description of the nature of an Instructor I appointment and the criteria for achieving tenure as Senior Instructor are available at www.hr.ubc.ca/faculty_relations/careers/tenure.html. Applications should include a detailed curriculum vitae, a 1-2 page statement describing teaching interests and accomplishments, and the names and contact details of four referees. The closing date for applications is May 31, 2008. Applications should be sent by e-mail, mail, or courier to: Head, Department of Civil Engineering, University of British Columbia, 6250 Applied Science Lane , Vancouver, BC, Canada, V6T 1Z4; E-mail: ehall@civil.ubc.ca. The position is available effective July 1, 2008, and is subject to final budgetary approval. The University of British Columbia hires on the basis of merit and is committed to employment equity. All qualified candidates are encouraged to apply; however, priority will be given to Canadian citizens and permanent residents of Canada.

■ **COMPUTER SCIENCE — University of Waterloo.** Applications are invited for one or more David R. Cheriton Chairs in Software Systems. These are senior positions and include substantial research support and teaching reduction. Candidates with outstanding research records in software systems (very broadly defined) are encouraged to apply. Successful applicants who join the University of Waterloo are expected to be leaders in research, have an active graduate student program and contribute to the overall development of the School. A PhD in Computer Science, or equivalent, is required, with evidence of excellence in teaching and research. Rank and salary will be commensurate with experience, and appointments are expected to commence during the 2008 calender year. The Chairs are tenured positions. With over 70 faculty members, the University of Waterloo's David R. Cheriton School of Computer Science is the largest in Canada. It enjoys an excellent reputation in pure and applied research and houses a diverse research program of international stature. Because of its recognized capabilities, the School attracts exceptionally well-qualified students at both undergraduate and graduate levels. In addition, the University has an enlightened intellectual property policy which vests rights in the inventor: this policy has encouraged the creation of many spin-off companies including Anywhere Solutions Inc., Maplesoft Inc., Open Text Corp and Research In Motion. Please see our website for more information: http://www.cs.uwaterloo.ca Applications should be sent by electronic mail to cs-recruiting@cs.uwaterloo.ca or by post to Chair, Advisory Committee on Appointments, David R. Cheriton School of Computer Science, 200 University Avenue West, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. An application should include a curriculum vitae, statements on teaching and research, and the names and contact information for at least three referees. Applicants should ask their referees to forward letters of reference to the address above. Applications will be considered as soon as possible after they are complete, and as long as positions are available. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

■ **COMPUTER SCIENCE — University of British Columbia.** The Department of Computer Science at the University of British Columbia is recruiting qualified applicants for a unique position in computer science education. With funding from UBC's Carl Wieman Science Education Initiative, we expect to hire one to three research associates to provide expertise and leadership in a collaborative effort with computer science faculty to: 1. articulate student learning objectives across our undergraduate CS curriculum; 2. develop assessments to measure and understand student success in achieving these objectives; 3. develop and refine teaching strategies in response to assessment results; 4. ensure long-term sustainability of these initiatives. Selected candidates may have the opportunity to teach core CS courses in collaboration with other faculty, but the focus of this position is on educational assessment and improvement. The expected initial term of employment is two years, but the term may be extended for as many as three additional years depending on performance. Applicants will preferably have experience with computer science education research. A Ph.D. in Computer Science, Computer Science Education, or a related area is expected, although exceptional candidates with other backgrounds will be considered. This position will be available as of 1 September 2008, and salary will be commensurate with experience. Applicants should submit their CV and the names of at least three references to: CS-CWSEI Recruiting Committee Chair, Department of Computer Science, University of British Columbia, 201-2366 Main Mall, Vancouver, BC, Canada V6T 1Z4. Applications will be accepted until 15 May 2008. The University of British Columbia is spectacularly situated on the Point Grey Peninsula amidst ocean, mountains, and forests, and is within easy reach of downtown Vancouver, host city for the 2010 Winter Olympics. More information about the UBC Department of Computer Science may be found at www.cs.ubc.ca, while www.cwsei.ubc.ca is the home page for UBC's Carl Wieman Science Education Initiative. UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply; however, Canadians and permanent residents of Canada will be given priority. These positions are subject to final budgetary approval.

■ **COMPUTER SCIENCE & ENGINEERING — York University.** York University has identified medical instrumentation as an area of strategic importance with a vision of developing a proposed National Centre for Medical Devices Development (NCMDD), a broad consortium of public- and private-sector companies. The NCMDD initiative is designed to create new research and economic opportunities around an existing medical devices industry cluster existing in the York region. Therefore, the Department of Computer Science and Engineering in the Faculty of Science and Engineering, York University, Toronto, Ontario, Canada, invites applications for a professorial stream appointment at the Assistant or Associate Professor level, in the general area of biomedical engineering. The successful candidate will have a PhD in Engineering, Computer Science, or a closely related area, and a track record of excellence as a scholar including outstanding research in developing medical devices and instrumentation with a strong commitment to teaching at the undergraduate and graduate level. Exceptional candidates with research interests in related fields of biomedical engineering would also be considered. The successful candidate shall demonstrate commitment to the engineering profession by being licensed as a Professional Engineer, or by becoming licensed soon after appointment. The successful candidate will be expected to develop strong, externally funded research programs, and contribute to teaching Computer Science and Engineering courses at the undergraduate and graduate levels. The successful candidate should be eligible for appointment to the Faculty of Graduate Studies. This position is to commence from July 1, 2008 and is subject to budgetary approval. York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's website at www.yorku.ca/ecad/jobs or a copy can be obtained by calling the affirmative action office at 416-736-5713. All qualified candidates are encouraged to apply; however, Canadian citizens and Permanent Residents will be given priority. Applicants should forward a curriculum vitae, an outline of their research plans, single copies of three publications, and the names and contact details of three references, by April 30, 2008, to: Chair, Search Committee, Department of Computer Science and Engineering, Room 1003, Computer Science and Engineering Building, York University, 4700 Keele St, Toronto, ON, Canada, M3J 1P3. For additional information contact Clara Mesaro, Administrative Assistant to the Chair, at clara@cse.yorku.ca, Tel: 416.736.2100 Ext. 33977, Fax: 416.736.5937. Applicants should indicate their professional engineering status and affirmative action details.

■ **CRIMINOLOGY — York University.** York University, Faculty of Arts, Division of Social Science invites applications for a one year contractually limited appointment at the assistant professor level commencing July 1, 2008. The Division is a department within the Faculty of Arts, mandated to provide undergraduate general education, as well as a number of specialized interdisciplinary programs, including Criminology. Information about the Criminology program can be found at www.arts.yorku.ca/sosc/criminology. The successful candidate will hold a PhD (or be close to completion) in one of the social sciences and will show promise of excellence in research and publication in the field of criminology. He or she must demonstrate a strong competence in undergraduate teaching, and an ability to teach in an interdisciplinary program. The candidate will teach the equivalent of three full-year courses from among the following: AS/SOSC/CRIM 2650 6.0 Theories in Criminology, AS/SOSC/CRIM 4650 6.0 Criminology Honours Seminar, and AS/SOSC/CRIM 4652 6.0 Issues in Criminology. York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's website at http://vpacademic.yorku.ca/documents/?doc=002 or a copy can be obtained by calling the affirmative action office at 416-736-5713. All qualified candidates are encouraged to apply; however, Canadian citizens and Permanent Residents will be given priority. Temporary entry for citizens of the USA and Mexico may apply per the provisions of the North American Free Trade Agreement (NAFTA). Candidates are asked to submit a curriculum vitae, a statement of research and teaching interests, and a sample publication, and to have three referees send letters of reference to: Richard Wellen, Chair, Division of Social Science, S754 Ross Building, 4700 Keele Street, Toronto, ON, M3J 1P3, Telephone: 416-736-5056; Fax: 416-736-5615; E-Mail: rwellen@yorku.ca. All York University positions are subject to budgetary approval. Deadline: April 15, 2008.

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■ **EDUCATION — University of New Brunswick.** The Faculty of Education at the University of New Brunswick invites applications for a tenure track position at the rank of Assistant Professor in the area of Social Studies/Comparative Education. Applicants must have a Doctoral degree and a record of, or potential for scholarly contribution. Experience in elementary or secondary school instruction is an asset. The ideal candidate will have an understanding of theory to practice in social studies/comparative education and will be able to use this understanding to work with colleagues across disciplines. Responsibilities will include teaching at the undergraduate and graduate levels, student supervision at the Master's and Doctoral levels, pursuit of a program of research and scholarship, providing leadership in the discipline, and actively strengthening linkages with the education community. The appointment, effective July 1, 2008 or as soon as possible thereafter will be at the Assistant Professor level. The University of New Brunswick is one of the oldest public universities in Canada. It offers degrees in more than 60 disciplines encompassing a range of academic and professional programs. The Faculty of Education offers graduate and undergraduate programs in teacher education and adult education. The Faculty is active in international programs and has been highly successful in obtaining research grants and contracts. Fredericton New Brunswick located by the St. John River, boasts many kilometers of walking trails and a very active arts community. Noted as one of the world's "smart cities" Fredericton offers affordable housing and a relaxed, Maritime life style. Review of applications will begin April 30, 2008, and will continue until the position is filled. A letter of application, current curriculum vitae, a statement of research interests, and two samples of scholarly work (reflecting your research interest), a teaching portfolio, and names of three references should be sent. This position is subject to final budgetary approval. Application packages should be directed to: Dr. Sharon J. Rich, Professor and DeanFaculty of Education, The University of New Brunswick, PO Box 4400, Fredericton, NB, Canada, E3B 5A3; Email: gilmore@unb.ca; Phone 506-453-4862; Fax 506-453-3569. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Applicants should indicate current citizenship status. The University of New Brunswick is committed to the principle of employment equity. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

■ **EDUCATION (ADMINISTRATION) — University of Victoria.** The Department of Educational Psychology and Leadership Studies (EPLS), University of Victoria invites applications for a tenure-track position at the Assistant Professor level in the area of Leadership Studies to begin July 1, 2008 or as negotiated. Education background and research areas: Doctoral degree in Leadership Studies or Educational Leadership with an emphasis on school leadership Experience and abilities:a) Successful record of teaching at the post-secondary level; b) Leadership experience in schools; c) Ability to teach a variety of Leadership Studies courses; d) Demonstrated understanding of school leadership and administration; e) Record of scholarly achievement. Knowledge and background in two or more of the following areas:1) Leadership theory and practice in schools; 2) Educational policy and school change; 3) Promoting equity and cultural diversity in school settings; 4) Conflict resolution in school and district governance; 5) School leadership and student achievement. The individual would be expected to:1) Teach undergraduate and graduate courses; II) Develop and maintain an active program of research; III) Participate in committees, and other service activities; iv) Supervise graduate students and their research; v) Assume an active and meaningful role in the academic and organizational life of the Department and the Faculty of Education. The University of Victoria is an equity employer and encourages applications from women, persons with disabilities, visible minorities, Aboriginal Peoples, people of all sexual orientations and genders, and others who may contribute to the further diversification of the University. All qualified candidates are encouraged to apply; however, in accordance with Canadian immigration requirements, Canadians and permanent residents will be given priority. Applications should include curriculum vitae and the names and contact information of three referees. Applications must be received by April 25, 2008. Send to: Dr. John Walsh, Chair, Department of Educational Psychology and Leadership Studies, Faculty of Education, University of Victoria, PO Box 3010 STN CSC, Victoria, BC, V8W 3N4; Email: edpsych@uvic.ca; Phone: (250) 721-7760; Fax: (250) 721-6190; http://www.ed.uvic.ca

■ **ELECTRICAL & COMPUTER ENGINEERING — University of Waterloo.** The Department of Electrical and Computer Engineering, University of Waterloo, invites applications for a number of tenure-track and tenured faculty positions. The levels of appointment will be based on the qualifications and academic records of the applicants. Exceptional candidates are being sought in most areas of computer engineering, software engineering, and nanotechnology engineering, and in the areas of VLSI/circuits, information security, photonics, MEMS, signal/image processing, control/mechatronics, and quantum computing. However, outstanding candidates in

Faculty Position
Organizational Behaviour/ Human Resource Management

MEMORIAL UNIVERSITY

COMPETITION NUMBER: VPA-BUSI-2008-001

Applications are invited for a tenure-track faculty position in **organizational behaviour/human resource management** at the rank of Associate Professor or higher with a proposed commencement date of July 1, 2008. Tenure is automatic with an appointment at the rank of Professor. Salary will be commensurate with qualifications and experience, as stipulated by the Collective Agreement.

The Faculty of Business Administration is placing an increased emphasis on high-quality research. The Faculty launched a doctoral program in Operations and Information Management in September 2007, and will expand the program into the area of Organizational Behaviour/Human Resource Management in September 2009.

The successful applicant will be expected to teach undergraduate and graduate courses, support the Faculty's recently approved PhD specialization in OB/HRM, and conduct research in related areas. Applicants must have a PhD and have a demonstrated commitment to teaching and research in a university environment. (A completed earned doctorate is required for the appointee to be in a tenure-track position.)

The Faculty of Business Administration is a leader in management education with **AACSB International Accreditation**. Approximately 1,000 students are registered in the undergraduate programs of the Faculty, with another 200 students completing graduate programs. The Faculty also has an active international exchange program with universities in Europe, Asia and Mexico. For additional information about our Faculty, please visit our web site at www.business.mun.ca.

Applicants are encouraged to email a copy of their curriculum vitae and the names of three referees to **deanfba@mun.ca**, quoting the competition number referenced above. Deadline for receipt of applications is April 30, 2008. Filling this position is subject to budgetary approval. For further information telephone (709) 737-8851 or fax (709) 737-2467 or e-mail deanfba@mun.ca

Memorial University is the largest university in Atlantic Canada. As the province's only university, Memorial plays an integral role in the educational and cultural life of Newfoundland and Labrador. Offering diverse undergraduate and graduate programs to almost 18,000 students, Memorial provides a distinctive and stimulating environment for learning in St. John's, a very safe, friendly city with great historic charm, a vibrant cultural life, and easy access to a wide range of outdoor activities.

All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. Memorial University is committed to employment equity and encourages applications from qualified women and men, visible minorities, aboriginal people and persons with disabilities.

Schulich MEDICINE & DENTISTRY

Western

Schulich School of Medicine & Dentistry | The University of Western Ontario

Genetic Epidemiology

The Department of Epidemiology and Biostatistics invites applications for a probationary (tenure-track) position in Genetic Epidemiology, at the rank of Assistant Professor. If qualifications and experience warrant a higher rank, the appointment will be made at the Associate Professor or Professor rank with tenure. This appointment is available July 1, 2008 but could be taken up at any negotiated starting date in the academic year. The successful candidate will also be offered a cross-appointment in the Department of Medicine.

Qualified applicants must have a PhD, or equivalent, and will have an established record of research and publication in Genetic Epidemiology or Population Genetics. The successful candidate will be expected to maintain an ongoing vigorous research program. The candidate will also have a commitment to, and demonstrated aptitude for, teaching, and will be expected to teach at the undergraduate and graduate levels and to supervise graduate theses. Consideration of applicants will include an assessment of previous performance, qualifications, and experience.

The University of Western Ontario located in London, Ontario, is a research-intensive institution with a wide range of academic and professional programs (see http://www.uwo.ca/ and http://www.goodmovelondon.com to learn more). Western's Recruitment and Retention Office is available to assist in the transition of successful applicants and their families.

Faculty in the Department of Epidemiology and Biostatistics (http://www.uwo.ca/epidem) have research interests which include the development and application of a range of methodologies (including cluster randomization, genetic epidemiology, survey methods, population-based cohort studies and program evaluation) to a range of topic areas with a general focus on population health and health services research. The successful candidate will benefit from the growing research interest at Western in the development of statistical methods to assess gene-environment interactions. This position is being offered in partnership with the Department of Medicine where a world-class research group in pharmaco-genomics and personalized medicine is located. Other, related, interests at Western include active, ongoing recruitment in the area of Bioinformatics as well as expertise in molecular biology.

Interested applicants should forward their curriculum vitae, a description of their research accomplishments, the names of three references, and a proposal for future research to:

Dr. M. Karen Campbell, Professor and Chair, Department of Epidemiology and Biostatistics, Kresge Building, Room K201, The University of Western Ontario, 1151 Richmond Street, London, ON N6A 5C1

Applications will be accepted until the position is filled.

Positions are subject to budget approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply; however Canadians and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

CAREERS CARRIÈRES

other areas of electrical and computer engineering will also be considered. For more information on current openings, visit http://ece.uwaterloo.ca/. Applicants should have earned a doctoral degree in Electrical/Computer/Software Engineering, Computer Science, or a closely related discipline. All applicants must have a strong commitment to research and teaching. The successful applicants will be expected to register as a P.Eng. with the Association of Professional Engineers of Ontario. Salaries are competitive and are determined according to the successful applicant's accomplishments, experience and qualifications. The department currently has more than 69 faculty members. The graduate programs attract outstanding Canadian and international applicants, with an enrolment of more than 300 graduate students. The undergraduate programs in Computer Engineering, Electrical Engineering, Software Engineering (offered jointly with the School of Computer Science), Mechatronics Engineering (offered jointly with the Departments of Mechanical & Mechatronics Engineering and Systems Design Engineering), and Nanotechnology Engineering (jointly with the Departments of Chemistry and Chemical Engineering) draw the top students from across Canada. The department offers an outstanding research environment in two recently completed new buildings with world-class research laboratories. Researchers at the University of Waterloo benefit from close connections with the many high-technology companies in the Waterloo area and from the very generous intellectual property policy of the University, which vests the rights with the inventor. The University of Waterloo has been named the Best Overall university by reputation in Canada for the past 13 years. It is located in the attractive two-university community in the Region of Waterloo (population of 450,000) in southwestern Ontario. The city of Toronto is within easy driving distance, as are the many recreational opportunities offered by the Great Lakes and Provincial Parks. Interested candidates should send a curriculum vita, a statement of research and teaching interests, and the names of at least three references to the Faculty Search Coordinator via the online system at https://eceadmin.uwaterloo.ca/DACA. Applications will be accepted until the positions are filled. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities.

■ ELECTRICAL & COMPUTER ENGINEERING — University of Waterloo. Applications are invited for tenure-track/tenured faculty positions at the ranks of Assistant, Associate, or Full Professor in the general area of information security and assurance with special interests in the security of software, systems, networks or closely related areas. Applicants should have earned a doctoral degree in Electrical/Computer/Software Engineering, Computer Science, or a closely related discipline. All applicants must have a strong commitment to research and teaching. Salaries are competitive and are determined according to the successful applicant's accomplishments, experience and qualifications. The department currently has more than 74 faculty members. The graduate programs attract outstanding Canadian and international applicants, with an enrolment of more than 400 graduate students. The undergraduate programs in Computer Engineering, Electrical Engineering, Software Engineering (offered jointly with the School of Computer Science), Mechatronics Engineering (offered jointly with the Departments of Mechanical & Mechatronics Engineering and Systems Design Engineering), and Nanotechnology Engineering (jointly with the Departments of Chemistry and Chemical Engineering) draw the top students from across Canada. The department offers an outstanding research environment in two recently completed new buildings with world-class research laboratories. Researchers at the University of Waterloo benefit from close connections with the many high-technology companies in the Waterloo area and from the very generous intellectual property policy of the University, which vests the rights with the inventor. The University of Waterloo has been named the "Best Overall" university by reputation in Canada. It is located in the attractive two-university community in the Region of Waterloo (population of 450,000) in southwestern Ontario. The city of Toronto is within easy driving distance, as are the many recreational opportunities offered by the Great Lakes and Provincial Parks. Interested candidates should send a curriculum vita, a statement of research and teaching interests, and the names of at least three references to the Faculty Search Coordinator via the online system at https://eceadmin.uwaterloo.ca/DACA. Applications will be accepted until the positions are filled. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people and persons with disabilities.

■ ELECTRICAL & COMPUTER ENGINEERING & QUANTUM COMPUTING — University of Waterloo. The Department of Electrical and Computer Engineering (E&CE) and the Institute for Quantum Computing (IQC) at the University of Waterloo invite applications for a tenure-track faculty position in Quantum Computing. Exceptional candidates are being sought in the areas of Quantum Information including Quantum Optics, Single Photon Technology and Superconductivity. Experimentalists will be preferred but outstanding theorists will also be considered. For more information on current openings, visit http://www.ece.uwaterloo.ca. Applicants should have earned a doctoral degree in Electrical and Computer Engineering, or a closely related discipline. All applicants must have a strong commitment to research and teaching. The successful applicants will be expected to register as a P.Eng. with the Association of Professional Engineers of Ontario. Salaries are competitive and are determined according to the successful applicant's accomplishments, experience and qualifications. Candidates will be considered for a Tier 2 Canada Research Chair. The E&CE Department, http://www.ece.uwaterloo.ca, is part of the Faculty of Engineering (www.eng.uwaterloo.ca) and has thriving groups in RF/Microwave and Photonics and Nanotechnology relevant to Quantum Computation. Information about IQC activities can be found at www.iqc.ca or by contacting Prof Raymond Laflamme (laflamme@iqc.ca). The IQC, at present, includes more than a dozen researchers from the Faculties of Engineering, Mathematics and Science. The candidates will also have the opportunity to interact with scientists at the nearby Perimeter Institute for Theoretical Physics, and UW's Centre for Applied Cryptographic Research. Researchers at the University of Waterloo benefit from close connections with the many high-technology companies in the Waterloo area and from the very generous intellectual property policy of the University, which vests the rights with the inventor. Interested candidates should send a curriculum vitae, a statement of research and teaching interests, and the names of at least three references to the Faculty Search Coordinator via the online system at https://eceadmin.uwaterloo.ca/DACA. All qualified candidates are encouraged to apply; however Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities. Applications will be accepted until the position is filled.

■ ENGINEERING — Saint Mary's University. The Division of Engineering at Saint Mary's University seeks applicants for a tenure-track position in Engineering at the Assistant Professor level. Please note that this position is subject to final budgetary approval. Engineering at Saint Mary's University operates as part of the Associated Universities program in Nova Scotia. The typical student completes a two-year Diploma in Engineering at Saint Mary's before completing their B.Eng. at Dalhousie University. Many students opt to take an additional year to graduate from Saint Mary's with a BSc and Diploma in Engineering. Part of the Faculty of Science, Engineering at Saint Mary's is entering a period of renewal. The successful candidate will be expected to hold (or be eligible for) P.Eng. registration and will be expected to teach across a broad spectrum of introductory engineering courses. We are especially interested in applications from persons who could provide a strong "hands-on" component to the Engineering program. At the present time, there is a strong robotics-mechatronics laboratory component, but room for growth in this and other areas of Engineering. Opportunities also exist for collaborative research and graduate supervision within the Faculty of Science at Saint Mary's and with the Faculty of Engineering at Dalhousie University. Please send your application, including a current curriculum vitae, a summary of your research plan and teaching philosophy, along with the names and contact information for three references to: Chair, Engineering Search Committee, Division of Engineering, Saint Mary's UniversityHalifax, NS, B3H 3C3; E-mail: engineering@s mu.ca. The Division will begin reviewing applications on April 30th, 2008. Although candidates of all nationalities are encouraged to apply, priority will be given to Canadian citizens and permanent residents. Saint Mary's University is committed to principles of employment equity. Rank and salary will be commensurate with experience and qualifications as outlined in the Saint Mary's University Collective Agreement.

■ ENGINEERING — University of Prince Edward Island. The Department of Engineering invites applications for a ten (10) month term appointment at the rank of Assistant Professor to begin August 1, 2008. This position is subject to final budget approval. Applicants should have a minimum of a MSc in Engineering, though preference will be given to candidates with a PhD in Engineering. Candidates should be registered as a Professional Engineer or be eligible for registration as a Professional Engineer in the Province of Prince Edward Island. Professional engineering experience is expected and will be an important consideration in the selection process. The successful applicant will be required to teach the equivalent of three undergraduate courses in the Engineering program in each of the Fall 2008 and Winter 2009 semesters. The ability to teach broadly within the engineering curriculum will be considered an important asset. Please consult the University's website (http://www.upei.ca/registrar/3_engineering) for a list of courses offered. Applicants should submit a letter of application, curriculum vitae and evidence of teaching ability, including any available student evaluations for previous teaching. Applicants must arrange for three (3) letters of reference to be sent directly to the Department. Closing Date: April 15, 2008. Applications should be forwarded to: Dr. Wayne Peters, Chair, Department of Engineering, University of Prince Edward Island, Charlottetown, Prince Edward Island, Canada, C1A 4P3; Telephone: (902) 566-0764; Fax: (902) 894-2829; Email: rstanley@upei.ca. In accordance with Canadian immigration requirements, all qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. UPEI is committed to the principle of equity in employment.

■ ENGINEERING — University of Guelph. Applications are invited for a tenure track position in our Engineering Systems and Computing Program commencing September 1, 2008. The appointment will be made at the Assistant or Associate Professor level, depending on qualifications and experience. Applicants must have completed a PhD degree in Electrical Engineering, Computer Engineering, Mechanical Engineering, Systems Engineering, or a closely related field, with post graduate training in the area of mechatronics. Experience in embedded software development will be a definite asset. The successful applicant is expected to establish a funded research program, including the supervision of MASc, MEng and PhD students. Teaching responsibilities include graduate and undergraduate courses in mechatronics and other core engineering courses. Applicants are expected to be registered as a Professional Engineer in the Province of Ontario, or be qualified and prepared to become a registered Professional Engineer. Industrial experience will be an asset. The School of Engineering has 31 faculty, 16 staff, approximately 600 undergraduate students and about 143 graduate students. It currently offers accredited undergraduate programs in engineering systems and computing, environmental engineering, biological engineering and water resources engineering. The University is renowned for its strength in environmental and biological science, being among the most research-intensive universities in Canada, with scholarly research funded by grants and contracts of about $106 million annually. The University offers a quality life style with excellent career growth opportunities. It dates back to 1874 and has an enrollment of over 15,000 full-time undergraduate and graduate students. It remained small enough to foster a friendly and informal atmosphere, yet is large enough to offer the diversity and challenge of a much larger university. Application deadline: until a successful candidate is found.Interviews will commence on May 15, 2008 and the position will remain open until filled. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity

McMaster-Mohawk Joint Venture | Bachelor of Technology Partnership

The McMaster-Mohawk Bachelor of Technology Partnership operates a number of degree completion and four-year degree programs. We require...

Instructors

For course descriptions, position requirements, and application information, visit our website:

http://btech.mcmastermohawk.ca.

All qualified candidates are encouraged to apply. However, those legally able to work in Canada and at McMaster University will be given priority. McMaster University is strongly committed to employment equity within its community, and to recruiting a diverse faculty and staff. Accordingly, the University especially encourages applications from women, members of visible minorities, Aboriginal persons, members of sexual minorities and persons with disabilities.

McMaster University ENGINEERING | MOHAWK COLLEGE OF APPLIED ARTS AND TECHNOLOGY

Faculty Position
Process Engineering

MEMORIAL UNIVERSITY

Applications are invited for a 2-year contractual faculty position in the area of process engineering at the Assistant/Associate level commencing August 1, 2008 or earliest thereafter.

The successful applicant will be expected to teach effectively at the undergraduate and graduate level, to supervise graduate students, to participate in other educational, scholarly and professional activities, to liaise with industry, and to develop a research capability in the area working in conjunction with other researchers in the INCO Innovation Centre at Memorial University. The Faculty of Engineering and Applied Science is developing a new undergraduate program in Process Engineering, and the successful applicant will be expected to actively participate and contribute in this initiative.

Applicants should have a Ph.D. in Chemical Engineering, Process Engineering, or a closely related discipline and have research interests in areas related to separation processes, process systems engineering, or process equipment design. Experience working in or collaborating with the oil and gas, chemical and metallurgical process industries will be an asset. The successful applicant will be expected to register as a professional engineer in Newfoundland and Labrador.

The Faculty offers accredited undergraduate programs in Civil Engineering, Computer Engineering, Electrical Engineering, Mechanical Engineering, and Ocean & Naval Architectural Engineering following a fully integrated cooperative education model. Offshore Oil & Gas Engineering Options are offered as a part of every engineering undergraduate program. Thesis-based and course based master's programs, as well as doctoral programs are offered in the various engineering disciplines. For more information on the Faculty of Engineering and Applied Science, visit www.engr.mun.ca.

Memorial University is the largest university in Atlantic Canada. As the province's only university, Memorial plays an integral role in the educational and cultural life of Newfoundland and Labrador. Offering diverse undergraduate and graduate programs to almost 18,000 students, Memorial provides a distinctive and stimulating environment for learning in St. John's, a very safe, friendly city with great historic charm, a vibrant cultural life, and easy access to a wide range of outdoor activities. For further information about Memorial, please view the website at http://www.mun.ca.

Applicants should send a curriculum vita, the names and addresses of three referees, a one-page statement of teaching and research interests, and copies of three relevant technical publications to:

Dr. R. Venkatesan, Acting Dean
Faculty of Engineering and Applied Science coefficient
Memorial University of Newfoundland
St. John's. Newfoundland, Canada, A1B 3X5
Fax # (709) 737-8975

REFERENCE: ENGI–2008-002
Deadline to receive applications is May 31st, 2008.

All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority Memorial University is committed to employment equity and encourages applications from qualified women and men, visible minorities, aboriginal people and persons with disabilities.

Executive Director
Carleton University
Academic Staff Association

cuasa

Carleton University Academic Staff Association seeks applications for the position of Executive Director. The Association of over 800 faculty members and professional librarians has been a certified union since 1975.

Reporting to the Steering Committee, the Executive Director works in a consultative partnership with elected leadership to further and enhance the services rendered by the Association to its members. S/he is responsible for managing the day-to-day operations of the Association and for communication with, and support for, Association members. The Executive Director also deals with University Administration, legal counsel and participates in the collective bargaining process.

The successful candidate will have a university degree, demonstrated organizational and interpersonal skills, the ability to communicate effectively in oral and written form, and excellent computer skills. The successful candidate will also have substantial relevant working experience/knowledge of an academic, unionized and/or social justice environment; and the ability to foster and facilitate a co-operative work environment. A background in labour law is a definite asset.

CUASA is strongly committed to fostering diversity as a source of excellence, cultural enrichment, and social strength. We welcome those who would contribute to the further diversification of our Association, including but not limited to women, visible minorities, Aboriginal peoples, persons with disabilities and persons of any sexual orientation or gender identity. The applications of Canadians and permanent residents will be given priority.

The anticipated starting date of the appointment is November 1, 2008. The successful candidate will work under the direction of the current Executive Director for a maximum of one year. Salary will be commensurate with qualifications and experience.

Applicants are requested to provide their detailed *curriculum vitae* and the names of three references by **May 1, 2008**. Applications should be addressed to:

President
Carleton University Academic Staff Association
2004 Dunton Tower
1125 Colonel By Drive
Ottawa, Ontario K1S 5B6
Fax: (613) 520-4426
http://www.caut.ca/cuasa

The Ottawa Region, covering an area 4,662 square kilometres, is unique in its history, geography and lifestyle. It offers a wide variety of urban attractions: many of Canada's best museums and cultural facilities, as well as the Parliament Buildings and other historical structures and major institutions, are located in the Capital area.

CAREERS CARRIÈRES

among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Applications, including a CV and the names and addresses of three referees) should be submitted to: Dr. J.E. Gruzleski, Ph.D., P.Eng.,Director, School of Engineering,University of GuelphGuelph, Ontario, N1G 2W1; Email: jgruzles@uoguelph.ca; Fax: 519-836-0227.

■ **ENGLISH — Royal Military College of Canada.** The Department of English at the Royal Military College of Canada invites applications for tenure track positions at the assistant professor level or, exceptionally, at a level appropriate with the candidate's experience. Duties will be shared between the Royal Military College Writing Centre and the Department of English. The required qualifications in English Literature are a PhD in one or more of the following fields: Twentieth Century British Literature, Film and Media Studies, Creative Writing; and a record oi research and publication. For the Writing Centre component of the position, the applicant must have knowledge of discipline specific rhetonical and composition methods, a proven ability to identify and solve writing problems in a range of university disciplines, and a proven ability to work collaboratively with colleagues throughout the university. Experience must include a record of excellence in teaching English at a university, and several years of experience teaching discourse specific rhetoric and composition at a university level. Duties will include teaching English courses, developing and pursuing an active research agenda leading to publication, teaching and developing integrated writing programs with departments throughout the university, developing specific modules oi instruction to enable students to improve their communication and thinking skills through their written work, and tutoring to individual students. These are bilingual positions, which require an ability to read, comprehend and communicate orally in both official languages (linguistic profile: PPP/PPP). Should no candidate meet these requirements, a pool shall be established to staff similar positions with various linguistic requirements. These positions will be filled at a rank and salary level appropriate to background qualifications and experience of the successful applicant. The salary range for an Assistant Professor is $46,283 to $84,515 and the ceiling iar Associate Professor and Professor are $101,814 and $121,821 respectively, plus an annual terminable allowance of $3,300. The starting salary will be commensurate with experience and qualifications. The appointment will be subject to a probationary period of three years. Interested candidates should forward their curiculum vitae, evidence of teaching ability, a summary of research interests, sample publications and names of three references to: Ms. Cheryl Hogan, Civilian Human Resources Office (Kingston), Canadian Forces Base Kingston, PO Box 17000, Stn 'Forces', Kingston, ON, K7K 7B4; Phone: (613) 541-5010 ext. 5037; Fax: (613) 541-4496; Email: Hogan.CL@forces.gc.ca. The expected starting date for the positions) is Summer 2008. The closing date for applications is 30 April 2008. The Royal Military College does enrol civilian graduate students at both the Masters and PhD levels, and that both civilian students and faculty members have full access to funding to support studies and research, including NSERC funding. The Royal Military College of Canada is a coeducational and bilingual Institution, inviting equal opportunities for employment to all.

■ **ENGLISH — York University.** The English Department in the Faculty of Arts at York University invites applications for a contractually limited position at the Assistant Professor level. The position offered is a one-year contractually limited appointment for a specialist in Multiethnic/Racial Minority Literature in North America, 20th Century to the present. The successful candidate will have particular expertise in Canadian literature across the genres and secondary expertise in American Literature. Knowledge of African American Literature an asset. Duties include a course in Post-Colonial Writing in Canada and two other full-year courses in area(s) of specialization. The position will commence July 1, 2008. All positions at York University are subject to budgetary approval. Qualifications include PhD in English Literature with specialization in Canadian and/or American Literature with demonstrable excellence in teaching. Salary will depend on experience and qualifications. A letter of application, curriculum vitae, three confidential letters of recondation and a sample of the applicant's written work (no longer than 25pp.) should reach the Chair by April 20, 2008. Professor Julia Creet, Chair, Department of English, 208 Stong College, York University, 4700 Keele Stree, Toronto, Ontario M3J 1P3. E-mail: englchr@ yorku.ca; phone: 416 736-5166; fax: 416 736-5412. York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's website at http://www.yorku. ca/acadjobs or a copy can be obtained by calling the affirmative action office at 416 736-5713. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. Temporary entry for citizens of the U.S.A. and Mexico may apply per the provisions of the North American Free Trade Agreement (NAFTA).

■ **ENGLISH LITERATURE — Royal Military College, Saint-Jean.** The Royal Military College, Saint-Jean (CMR Saint Jean) invites applications for tenure track positions at the assistant professor level or, exceptionally, at a level appropriate with the candidate's experience. CMR Saint Jean, a college-level institution was established in January 2008. Its mandate is to prepare High-School students (mainly those from Quebec) for entry at the Royal Military College of Canada in Kingston, ON. Its study programs are equivalent to those offered in Quebec CEGEPs in Science and the Humanities. In addition, CMR Saint-Jean is responsible for the leadership training of non-commissioned Canadian Forces members and participates in the teaching and development of distance education courses for the Royal Military College of Canada. Its mandate also includes on-demand management training. The required qualifications are a PhD (or equivalent) with a concentration in English Literature or in a related field, acceptable teaching experience at the undergraduate level and a strong or promising record of publications. An appointment at the Lecturer level may be considered for outstanding candidates who are in the final stages of a PhD programme which will be completed before the appointment date. The successful candidate(s) should be prepared to teach at the college level but may also teach at the undergraduate and graduate level and supervise graduate students and must conduct active research programs and publish the results of this research. The candidate(s) is also expected to make significant contnbutions to any of the components of the mission oi CMR Saint-Jean. This is a bilingual position, which requires an ability to read, comprehend and communicate orally in both official languages (linguistic profile: PPP/PPP). Should no candidate meet these requirements, a pool shall be established to staff similar positions with various linguistic requirements. These positions will be filled at a rank and salary level appropriate to background qualifications and experience of the successful applicant. The salary range for an Assistant Professor is $46,283 to $84,515 and the ceiling iar Associate Professor and Professor are $101,814 and $121,821 respectively, plus an annual terminable allowance of $3,300. The starting salary will be commensurate with experience and qualifications. The appointment will be subject to a probationary period of three years. Interested candidates should forward their curiculum vitae, evidence of teaching ability, a summary of research interests, sample publications and names of three references to: Ms. Doris Meade, Civilian Human Resources Office (Kingston), Canadian Forces Base Kingston, PO Box 17000, Stn 'Forces', Kingston, ON, K7K 7B4; Phone: (613) 541-5010 ext. 2218; Fax: (613) 541-4496; Email: Meade.DM@forces.gc.ca. The expected starting date for the position(s) is Summer 2008. The closing date for applications is 30 April 2008. The Royal Military College, Saint-Jean is a coeducational and bilingual institution, and this position is offered equally to women and men. In accordance with the Public Service Employment Act, preference will be given to Canadian citizens. Candidates with foreign educational credentials are required to provide proof of Canadian equivalency. You may consult the Canadian Information Centre for International Credentials at http://www.cmec.ca/cicic/ for further information.

■ **ENVIRONMENT, POLICY & SUSTAINABLE ENERGY — University of Waterloo.** The University of Waterloo invites applications for a tenure-track position in environment, policy and sustainable energy at the level of Assistant Professor or Associate Professor (for an exceptional and appropriately experienced candidate) in one of the five academic units in the Faculty of Environmental Studies. More information about the Faculty of Environmental Studies may be found at http://www.fes.uwaterloo.ca. Applicants should have research expertise in the business, political, behavioural and/or built-environment aspects of sustainable energy (for example, renewable energy, conservation and demand management, or design and planning community energy systems). Applicants should also have an interest in placing their research expertise and activities within a broader interdisciplinary setting that examines the policy, planning and governance of energy systems in an integrated manner. Applicants should have a PhD, a demonstrated record of excellence in research in environment, policy and sustainable energy, and the potential to develop a nationally- and internationally-recognized interdisciplinary research program. This position will add to the existing and growing expertise at the University of Waterloo in areas related to sustainable energy. A senior Ontario Research Chair in Public Policy for Sustainable Energy Management was recently established. The Faculty of Environmental Studies is a partner in the Waterloo Institute for Sustainable Energy (http:// www.wise.uwaterloo.ca) and has significant ongoing research in sustainable energy, including residential energy efficiency, 'green power', and conservation and demand management strategies. Applications must include: i) a curriculum vitae and the names (with contact information) of four referees; ii) a research statement outlining the applicant's approach and specific plans; and iii) a teaching portiolio summarizing the applicant's relevant experience and teaching philosophy. The first stage in the review of applicants will be based on the application documents. Referees will be contacted ior those being considered in the second stage of the review. Applications will continue to be accepted until the position is filled. Applications should be sent to: Dr. Ian Rowlands, Chair, Faculty Search Committee, (Environment, Policy and Sustainable Energy), Faculty of Environmental Studies, University of Waterloo, Waterloo, ON, N2L 3G1. Email: krowland@iesmail.uwaterloo.ca. The University oi Waterico encourages applications irom all qualified individuals, including women, members of visible minorities, native persons, and individuals with disabilities. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. This appointment is subject to the availability of funds.

■ **ÉTUDES FRANÇAISES — Collège militaire royal du Canada.** Le Département d'études françaises du Collège militaire royal du Canada cherche à combler un poste menant à la permanence comme professeur adjoint ou, dans un cas exceptionnel, à un rang approprié selon le niveau d'expérience du candidat retenu. Les fonctions seront partagées entre le Centre d'écriture et le Département d'études françaises. Les qualifications requises en littérature française sont un doctorat avec une concentration dans un des domaines suivants: le roman français du XIXe siècla et la didactique de langue, ainsi qu'une expérience acceptable en enseignement au niveau universitaire et une expérience acceptable en recherche, soutenue par un dossier de publications fort ou prometteur. En plus, le candidat doit posséder une capacité indubitable à identifier et à résoudre les problèmes d'écriture reliés à la rédaction de travaux estudiantins dans une gamme de disciplines universitaires, et, une capacité reconnue à travailler en collaboration avec ses collègues à travers toute l'université. Les fonctions incluent l'enseignement des cours de français de premier cycle, la direction des activités en vue de publier des articles et de participer à des colloques, le développement des programmes de rédaction et des modules spécifiques visant à aider les étudiants à améliorer leur communication écrite, et, le tutorat au besoin. Ce poste est bilingue et requiert l'habileté de lire, comprendre et de communiquer oralement dans les deux langues officielles (profil linguistique PPP/PPP). Si aucun des candidats ne rencontre les pré-requis pour ce poste, un bassin sera établit pour combler des postes semblables dont le profil et les exigences linguistiques peuvent varier. Cette position sera comblée à un rang et niveau de salaire approprié aux qualifications et à l'expérience du candidat choisi. L'échelle salariale pour le rang de professeur adjoint est de 46 283 $ à 84 515 $ et le maximum pour les rangs de professeur agrégé et professeur titulaire sont de 101 814 $ et 121 821 $, plus une indemnité provisoire de 3 300 $. Le salaire de départ accordé dépendra de l'expérience et des qualifications du candidat. La personne sélectionnée aura une période probatoire de 36 mois. Les candidats intéressés doivent iaire parvenir leur curriculum vitae, la preuve de leur capacité d'enseigner, un sommaire des intérêts de recherche, quelques exemples de publications et les coordonnées de trois références, à: Mme Cheryl Hogan, Ressources humaines civiles (Kingston), Base des forces canadiennes Kingston, CP 17000, Succursale Forces, Kingston, ON, K7K 7B4; Tél.: (613) 541-5010, Poste 5037; Fax: (613) 541-4496; Courrier électronique: Hogan.cl@forces.gc.ca. La date prévue d'entrée en fonction est l'été 2008. La date limite d'acceptation des candidatures est fixée au 30 Avril 2008. Selon la Loi sur l'emploi dans la fonction publique, la préférence est accordée aux citoyens et citoyennes du Canada. Aussi, les candidats doivent obtenir un certificat d'enquête de sécurité avec Cote de fiabilité. Les candidats ayant reçu une éducation à l'extérieur du Canada doivent prouver que leurs diplômes sont équivalents aux diplômes canadiens. Pour de plus amples renseignements à ce sujet, veuillez consulter le centre d'information canadien sur les diplomes internationaux à l'adresse suivante: http://www.cmec.ca/cicic/. Il est important de noter que le collège militaire royal du Canada admet les étudiants civils au niveau du deuxième et troisième cycle avec la possibilité d'obtenir des bourses d'étude. Aussi les professeurs ont accès à des fonds pour supporter leurs recherches incluant les fonds du CRSNG. Le collège militaire royal du Canada est une Institution mixte et bilingue. Ces postes sont offerts tant aux femmes qu'aux hommes.

■ **ÉTUDES FRANÇAISES — Université York.** Le département d'Études françaises de la faculté des Arts de l'Université York sollicite des candidatures pour un poste de professeur(e) de français langue seconde, poste à plein temps d'une durée limitée à un an. Responsabilités: enseignement de cours de langue et culture, premier cycle, niveaux débutants et intermédiaires, coordination et planification d'un cours de langue à sections multiples, élaboration de matériel pedagogique, encadrement des moniteurs de langue, participation aux comitées du département. La date d'entrée en fonction est le 1e juillet 2008. Tous les postes de l'Université York sont liés à l'autorisation budgétaire de l'Université. Les exigences incluent un diplôme (Maîtrise minimum) dans l'enseignement du français langue seconde et expérience dans ce domaine au niveau universitaire; excellente maîtrise du français parlé et écrit et bonne connaissance pratique de l'anglais; expérience démontrée dans l'enseignement de la phonétique corrective en français langue seconde; connaissance et pratique de l'apprentissage actif des langues; maîtrise des TICE (logiciels d'enregistrement, utilisation de plateiormes de gestion de cours, et outils de communication électroniques); expérience démontrée dans la coordination de cours à sections multiples; aptitude démontrée au travail d'équipe. Le doctorat en didactique du français langue seconde et un intérêt démontré pour l'évaluation et pour la didactique de l'oral et des cultures seraient des atouts. Prière de faira parvenir une lettre de demande et un curriculum vitae à jour accompagnés d'un portfolio d'enseignement et de trois lettres de recommandation (envoyées directement par leur auteur/e et dont l'une au moins doit porter sur l'enseignement) avant le 21 avril 2008 à 16h à: Dr Diane Beelen Wcody, Directrice, Département d'Études françaises, Faculté des Arts, Université York, 4700, rue Keele, Toronto, Ontario, M3J 1P3, Canada; Téléphone: (416) 736-5086; Télécopieur: (416) 736-5734; Courriel: irenchr@yorku.ca; Site web: www.arts.yorku. ca/french. N.B. Les soumissions électroniques ne seront pas acceptées. L'Université York est un employeur qui a adopté un programme d'action positive. Pour plus de renseignements sur le programme d'action positive, veuillez consulter le site Web de l'Université York à http://www.yorku.ca/acadjobs ou contacter le bureau du programme d'action positive au 416-736-5713. Toutes les personnes qualifiées sont encouragées à poser laur candidature; toutefois, la priorité sera accordée aux personnes de citoyenneté canadienne ou détenant le statut de résident permanent. Conformément aux règlementations en vigueur de l'ALENA, les détenteurs d'un permis de séjour temporaire en provenance des États-unis ou du Mexique peuvent aussi poser leur candidature.

McGill

Chair
Department of Animal Science

Applications are invited for the position of Chair of the Department of Animal Science at McGill University. This is a tenured position and the successful candidate will play a leadership role in advancing the Department, and in shaping the direction and growth of the Faculty of Agricultural and Environmental Sciences on McGill's Macdonald Campus.

The Department of Animal Science has recently benefited from an expansion and modernization of the Faculty's small and large animal research facilities, including poultry, swine and dairy units. Staff renewal is currently taking place in the Department and this has already led to significant changes in research directions such as transgenic animal models and epigenetics. Building on research strengths in animal biotechnology and molecular biology, animal breeding and information systems, and animal nutrition, the Chair will guide the expansion of the Department into exciting areas of promise.

Opportunities exist for collaboration with the Institute of Parasitology, the School of Dietetics and Human Nutrition, and the Department of Food Science on the Macdonald Campus, and with the *Faculties of Medicine and Science*, the *McGill Nutrition and Food Science Centre* and Genome Quebec to develop new teaching and research programs in areas of animal health and disease, food safety, reproductive and developmental biology, and sustainable animal agriculture.

The Department has strong links with industry and there is the potential to expand industrial research and training collaborations, given the Faculty's close proximity to the Montreal life sciences and pharmaceutical sectors. More information about the Department and the Faculty can be found at their respective websites. www.mcgill.ca/animal; www.mcgill.ca/macdonald.

Candidates are expected to have a distinguished record of teaching, research and university service. Applications, including a detailed CV, accompanied by a letter of application, a brief description of teaching and research interests and administrative experience, copies of major publications, and contact details of three referees should be sent no later than April 30, 2008 to:

Professor Chandra A. Madramootoo
Dean, Faculty of Agricultural and Environmental Sciences
McGill University, Macdonald Campus
21,111 Lakeshore Road
Ste. Anne de Bellevue, Quebec,
Canada H9X 3V9

All qualified applicants are encouraged to apply, however, in accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. McGill University is committed to equity in employment and diversity. It welcomes applications from indigenous peoples, visible minorities, ethnic minorities, persons with disabilities, women, persons oi minority sexual orientations and gender identities and others who may contribute to further diversification.

www.mcgill.ca

UNIVERSITY OF ALBERTA
EDMONTON, ALBERTA, CANADA

www.careers.ualberta.ca

Health Services Researcher, Family Medicine

The Department of Family Medicine, Faculty of Medicine & Dentistry, University of Alberta is seeking a Health Services Researcher, with PhD level qualifications, to conduct primary care research of relevance to family medicine.

The Health Services Researcher will lead and facilitate the development of a health services research theme in primary care. The incumbent will conduct independent research, as well as collaborate with faculty on their research projects, providing methodological support and increasing research capacity and productivity of the Department through skills development and mentoring.

The successful candidate will have PhD level qualifications in a health services related field, several years of experience in health services/systems and/or primary care research, and a strong research background with advanced skills in data analysis. MSc with a MD equivalent level of qualifications will also be considered. A track record in securing research grants and publication, and an understanding of ethical considerations in research is an asset. The incumbent will possess excellent interpersonal and writing skills, and be able to work collaboratively, as well as independently. An understanding of the attributes of the Canadian health service delivery and the assessment of the impact of primary care reform is desired.

The Department of Family Medicine is engaged in a wide spectrum of primary care research of relevance to primary care practitioners and policy developers. Current initiatives include clinical and health services research, as well as research in the areas of care-of-the-elderly, medical education, and cross-cultural health and healing.

This is a full-time, tenure track, contingent Faculty position, funded through the Department's Academic Alternate Relationship Plan. The salary and rank will be commensurate with qualifications and experience. This position is open immediately.

Interested individuals should submit an up-to-date curriculum vitae, including a brief description of research projects, grants, and publications, and the names and addresses of three referees. Interested candidates are asked to submit their application by May 23, 2008; however, the competition will remain open until the position is filled.

Interested applicants may apply to:

Dr. G.R. Spooner
Professor and Chair
Department of Family Medicine
University of Alberta
205 College Plaza
Edmonton, Alberta, Canada T6G 2C8
Phone: (780) 492-6611
Fax: (780) 492-8191

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

CAREERS CARRIÈRES

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■ **FINANCE — University of Waterloo.** The University of Waterloo invites applications for tenured or tenure-track positions in Finance, for appointments beginning July 1, 2008 or thereafter. Rank is open. A Chaired Professorship is possible for an outstanding senior candidate. Candidates for a tenure-track position should have a completed or nearly completed PhD and should demonstrate the potential for excellent research and teaching. Candidates for a tenured position should have a record of outstanding achievement and an interest in contributing to our graduate programs. The School of Accounting and Finance is entering an exciting period of growth, in which we will add 20 new faculty members over four years: in 2008, we will add over 50,000 square feet of new classrooms and offices. We offer a stimulating environment for research and teaching, and promote intellectual curiosity and growth. Finance faculty members produce theoretical and empirical research on asset pricing, corporate finance, derivatives, investments, and financial econometrics. Our faculty are associated with the Institute for Quantitative Finance and Insurance, which coordinates research activities in finance and actuarial science across the University. For further information, visit http://www.iqfi.uwaterloo.ca. The University of Waterloo consistently ranks as a leading comprehensive university in Canada. The School offers undergraduate and graduate programs in financial management and accounting, along with a Master's program in finance (in collaboration with the Department of Statistics and Actuarial Science), and a PhD program. Details about these programs may be found at http://accounting.uwaterloo.ca. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. All qualified candidates are encouraged to apply; however Canadians and permanent residents will be given priority. To apply, please send a curriculum vitae and research sample, preferably electronically. In addition, three referees should send letters directly to: lola@uwaterloo.ca. Alternatively, paper applications may be sent to: The Director, c/o Lori Laronde, Administrative Assistant, School of Accounting and Finance, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. Review of applications began in September 2007 and will continue until the positions are filled.

■ **FINANCE — York University.** Applications are invited for a one-year contractually limited appointment in the School of Administrative Studies, Atkinson Faculty of Liberal and Professional Studies, York University in the Finance area at the Sessional Lecturer or Sessional Assistant Professor Level. The required qualifications for the position are a graduate degree in a relevant subject area, substantial relevant work experience in wealth management, plus excellence or promise of excellence in teaching. The successful candidate will be expected to engage in various service activities for the School. The expected start date is July 1, 2008. All positions at York University are subject to final budgetary approval. In addition to its core BAS degree, which covers all major areas of business, the School of Administrative Studies offers a number of professional certificate programs, and is developing master's programs. The School is quite innovative in terms of teaching pedagogy and supplements its on-campus offerings with a large, web-based distance education degree program. The School has been characterized by remarkable growth in the past five years. This manifests itself in a strong and vibrant research culture within the School. Students in the School come from a variety of backgrounds, and many of our students end faculty are active in the Canadian business sector and/or have held senior positions in the public and private sectors. For more information on the School and its programs, see www.atkinson.yorku.ca/SAS/ or contact Vita Lobo, Administrative Assistant, at 416-736-2100, x 22268. York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's website at www.yorku.ca/acadjobs or a copy can be obtained by calling the affirmative action office at 416-736-5713. All qualified candidates are encouraged to apply; however, Canadian citizens and Permanent Residents will be given priority. Temporary entry for citizens of the USA and Mexico may apply per the provisions of the North American Free Trade Agreement (NAFTA). A signed letter of application with an up-to-date curriculum vitae, a statement of specific teaching interests, summaries of teaching evaluations (if available), the names of three referees, and, where appropriate, details of research interests and achievements should be sent to: John Parkinson, Director, School of Administrative Studies, Room 223, Atkinson Building, York University, 4700 Keele Street, North York, ON, M3J 1P3, Canada; Tel: 416-736-2100, x20538. Applications will be accepted until April 30, 2008.

■ **FINE ARTS — Concordia University.** Concordia University's Mel Hoppenheim School of Cinema invites applications for one limited-term appointment position in Film Production at the rank of Lecturer or Assistant Professor, effective August 15, 2008 to May 31, 2009, subject to budgetary approval. The successful applicant will teach 18 credits in core undergraduate film production courses and specialized courses in specific areas. He/she will be able to support student work that covers a broad range of genres and interests in the context of a Faculty of Fine Arts. The contract also includes a small administrative component. An MFA or equivalent experience is required, as well as a developed area of research expertise. Bilingualism: relevant teaching experience at the University level, technical knowledge in 16mm camera use, and experience in digital post-production (image and sound); and the proven ability to work in a team will be considered assets. Send a letter of application, your curriculum vitae, a statement of your teaching philosophy, evidence of teaching effectiveness including course evaluations, and names and contact information for at least three current references by April 18, 2008 to: Film Production LTA Search Committee, Mel Hoppenheim School of Cinema, Concordia University, 1455 de Maisonneuve Blvd. W. - FB-319, Montréal, Québec, Canada H3G 1M8. For further details, visit: http://www.concordia.ca/about/jobopportunities/faculty/fa/. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents of Canada will be given priority. Concordia University is committed to employment equity.

■ **FINE ARTS — University of Waterloo.** The Department of Fine Arts at the University of Waterloo is seeking a faculty member for a tenure- track position in Studio. Applicants should have an MFA, a strong background in both traditional and contemporary approaches to studio practice, research interests in contemporary theory and demonstrated ability to teach in the areas of painting and drawing. The successful candidate will contribute to all levels of the undergraduate and graduate program. The appointee will be expected to take a primary role in the department's MFA program, both in teaching and administration and will be responsible for developing courses in contemporary art and theory at both the graduate and undergreduate levels. Additional assets that would be looked upon favourably by the committee include ability to teach in a variety of studio disciplines; interests in integrating digital media in studio practices, an MA or PhD. We are seeking a person with energy, enthusiasm and vision who will actively contribute to the ongoing development of the department. The successful candidate will be actively engaged in their own practice, committed to excellence in teaching and excited about the potential for cross-disciplinary connections with other departments. The appointment will be at the rank of Assistant or Associate, depending on qualifications. The position will start on January 1, 2009. The Department of Fine Arts offers a collegiat atmosphere in a vibrant department, within a renowned, innovative university. While the primary focus of the department is in Studio Art, we also offer undergraduate degree programs in Art History and Film Studies. The Waterloo Region is a culturally active community and home to a number of cultural institutions including The Kitchener Waterloo Art Gallery, The Perimeter Institute for Theoretical Physics, The Cambridge Galleries and The Canadian Clay and Glass Gallery. Applicants should include in their response: a. a clear statement of teaching and research interests; b. CV detailing educational and professional background, exhibition history and teaching experience; c. a portfolio of 20 slides or digital images (please review submitting digital material on our web site http://www.finearts.uwaterloo.ca/digital-Material.html); d. the names of three persons who may be contacted regarding the candidate's qualifications. All qualified candidates are encouraged to apply; however, Canadians and permenent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. The department began reviewing applications on February 29, 2008 and will continue to accept applications until a suitable candidate is found.

■ **FOOD, NUTRITION & HEALTH — University of British Columbia.** The University of British Columbia is seeking applications for nomination for a Tier II Canada Research Chair in Food Science, to be based in the Food, Nutrition & Health program in the Faculty of Land & Food Systems. The CRC Chairs have been established by the Government of Canada to enable excellence in research and research training (http:// www.chairs.gc.ca/). Candidates must be creative and productive researchers who are also committed to excellence in teaching and training of students and other highly qualified personnel. The incumbent is expected to develop research projects that will contribute to the advancement of a safe and secure food supply, and to contribute to teaching and research at both the undergraduate and graduate level. Qualifications include a PhD, post-doctoral training or equivalent experience/background in nanoscale phenomena and mate-

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UNIVERSITY OF ALBERTA
EDMONTON ALBERTA CANADA

www.careers.ualberta.ca

University Architect

The Office of the University Architect (OUA), Facilities and Operations is seeking an individual to lead a multidisciplinary team to develop and deliver architectural design and planning for the University of Alberta. All campuses and buildings of the University of Alberta are designed, changed and renewed constantly to provide the best possible environment for learning and research. The OUA is responsible for central space management of all University facilities, owned and/or leased. Under the leadership of the University Architect, the OUA is also responsible for the stewardship of Architecture, Interior Design and Landscape Architecture as well as for related design components such as signage, wayfinding, universal access, and associated issues. The University Architect works with LEED® accredited professionals to champion sustainable practices in planning, site planning, architecture, landscape architecture and urban design.

The University Architect fosters collaborative working relationships with Faculties, Deans, Directors, and other senior administrators across the University, and maintains relationships with external agencies and jurisdictions to coordinate ongoing campus planning activities across all campuses and satellite facilities. Working with internal professional and technical personnel, as well as external consultants, the University Architect provides critical assessment of designs and development of plans, reflecting the very best city and campus planning practices, providing guidance to ensure excellence.

The ideal candidate will possess degrees in Architecture and City Planning and be eligible and will be required to register with the Alberta Association of Architects. Collaborative, self-motivated, and team oriented, the incumbent must possess high-level problem solving, critical thinking capabilities and excellent leadership and visioning skills. This is a full-time Administrative/Professional Officer position. For full details on this position and to apply online, please visit our website at http://www.careers.ualberta.ca/. Salary range will be commensurate with experience, and includes a comprehensive benefit package. The competition will remain open until filled; interested applicants may apply to:

Denise Hilbrecht
Facilities and Operations
University of Alberta
4th Floor, General Services Building
Edmonton, Alberta T6G 2H1
Email: denise.hilbrecht@ualberta.ca

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

McMaster University

Dean, School of Graduate Studies

McMaster University invites applications and nominations for the position of Dean, School of Graduate Studies, a position that will likely transition to Associate Vice-President and Dean, School of Graduate Studies as the responsibilities become more focused on strategic leadership and less on quality monitoring.

McMaster University's collaborative research community and its distinctive approach to teaching are the basis of its international reputation for innovation and highly rated student experience. Located in Hamilton, Ontario, the University has approximately 6,500 faculty and staff, and offers a full range of programs to 23,000 students through six faculties – Business, Engineering, Health Sciences, Humanities, Science, and Social Sciences. With an operating budget of $38D million, annual expenditures from all funds exceed $750 million, including more than $3D0 million in research funding. McMaster is consistently ranked among the most innovative universities in Canada, and is one of four Canadian universities listed in the top 100 universities in the world. For more information about the University, please see www.mcmaster.ca.

Last year marked the 50th anniversary of Graduate Studies at McMaster. Currently, there are at least 36 programs at McMaster offering both PhD and master's degrees, and an additional 24 programs offering only a master's degree. The graduate enrolment consists of over 2,5D0 full-time students and over 20D part-time students from all over Canada and at least 110 foreign countries. The mission of the School of Graduate Studies is "to provide leadership and support for the graduate programs of the University." In 2D06-2007, the total value of financial support for graduate students was over $44 million. The money came from the endowment in the form of scholarships, from the University's operating funds in the form of scholarships and teaching assistantships, and from faculty members' research grants and contracts. In addition, some students brought their own support in external scholarships, totalling almost $6.9 million. Additional information may be obtained from **www.mcmaster.ca/graduate**.

Reporting to the Provost, the Dean of Graduate Studies will emphasize development, creativity and innovation in graduate studies. The Dean will be responsible for providing leadership on all matters related to graduate students (including graduate student life), providing guidance and training to staff and faculty who run graduate programs, maintaining standards, liaising with external agencies, performing registrarial functions, and overseeing scholarship programs and payments. A key role of the Dean will be to lead the development of a graduate enrolment plan and the formation of a university-wide strategy for financial support of graduate students. The Dean will also advocate for new and expanded graduate programs, including interdisciplinary programs.

The successful candidate for Dean of Graduate Studies will be a scholar of considerable stature with a proven record as an academic administrator, researcher and teacher. The Dean is expected to provide innovative leadership and represent the interests of all graduate programs within the institution and the broader community. The successful candidate will have a vision to enhance the School's reputation and profile.

The appointment will be for a renewable five-year term, beginning July 1, 2D08 or as soon thereafter as possible. Applications and nominations, setting out the accomplishments on the basis of which the individual merits consideration, will be treated with the utmost confidence, and may be directed to the address shown below. The Search Committee will begin its review of candidates in early April 20D8.

All qualified candidates are encouraged to apply; however, in accordance with Canadian immigration regulations, Canadian citizens and permanent residents will be given priority. McMaster University is strongly committed to employment equity within its community, and to recruiting a diverse faculty and staff. The University encourages applications from all qualified candidates, including women, members of visible minorities, Aboriginal persons, members of sexual minorities, and persons with disabilities.

Janet Wright & Associates Inc.
174 Bedford Road, Suite 200,
Toronto, Ontario M5R 2K9
Fax: (416) 923-8311
mcmastergs@jwasearch.com

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Senior-level recruitment for the public and not-for-profit sectors
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JWA

CAREERS CARRIÈRES

rial science, and a strong interest to apply this expertise to food systems. The appointment will be tenure-track at the rank of Assistant or Associate Professor, commensurate with background and experience, with reduced teaching responsibilities. The incumbent will develop and direct a high quality, innovative and externally funded research program that will focus on using nanoscale science to develop applications that focus on food safety or food security issues. For example, areas might include developing nanotechnology for structure designs that impact on food safety (e.g. sensors or scavengers for detection, inactivation or removal of pathogenic organisms or chemical toxins), or functional food components (e.g. nanoencapsulation for delivery of nutrients, bioactive compounds, antimicrobial agents etc.). The UBC strategic research plan has identified Nanoscience as an important UBC research mission, with the focus of advancing the understanding of structures on the nanoscale and related applications. UBC has a very strong Canadian effort in this area with a core group of researchers present in Faculties of Science and Applied Science. (www.research. ubc.ca/Uploads/Docs/UBC%20RESEARCH%20SUMMARY_130206.pdf). The successful candidate will be expected to collaborate with colleagues in Food, Nutrition & Health. In addition to the UBC Nanoscience cluster. Applicants should send a curriculum vitae, e brief (2 page max) five-year research program plan, and a record of teaching effectiveness, along with the names, e-mail addresses, telephone and fax numbers of four references to: Dr. David Kitts, Chair of the Selection Committee, Food, Nutrition & Health Program, The University of British Columbia, Vancouver, BC, V6T 1Z4. Applications will also be accepted by e-mail to ddkitts@interchange.ubc.ca. Enquires by telephone (604-822-5560), fax (604-822-5143) or e-mail are also welcome. Details on the Faculty of Land and Food Systems and its current research programs and personnel are available at www.landfood.ubc.ca. Review of applications will begin April 15th, 2008 and will continue until the position is filled. The University of British Columbia hires on the basis of merit and is committed to employment equity. We encourage all persons to apply. Positions are subject to review and final approval by the CRC Secretariat. Canada Research Chairs are open to individuals of any nationality; offers will be made in accordance with the Canada Research Chairs Program and best fit with the Faculty's core mandate and mission.

■ **FRENCH LITERATURE — Royal Military College, Saint-Jean.** The Royal Military College, Saint-Jean (CMR Saint-Jean) invites applications for tenure track positions at the assistant professor level or, exceptionally, at a level appropriate with the candidate's experience. CMR Saint-Jean, a college-level institution was established in January 2008 its mandate is to prepare High-School students (mainly those from Quebec) for entry at the Royal Military College of Canada in Kingston, ON. Its study programs are equivalent to those offered in Quebec CÉGEPs in Science and the Humanities. In addition, CMR Saint-Jean is responsible for the leadership training of non-commissioned Canadian Forces members and participates in the teaching and development of distance education courses for the Royal Military College of Canada. Its mandate also includes on-demand management training. The required qualifications are a PhD (or equivalent) with e concentration in French Literature or in a related field, acceptable teaching experience at the undergraduate level and a strong or promising record of publications. An appointment at the Lecturer level may be considered for outstanding candidates who are in the final stages of a PhD programme which will be completed before the appointment date. The successful candidate(s) should be prepared to teach at the college level but may also teach at the undergraduate and graduate level and supervise graduate students and must conduct active research programs and publish the results of this research. The candidate(s) is also expected to make significant contributions to any of the components of the mission of CMR Saint Jean. This is e bilingual position, which requires an ability to read, comprehend and communicate orally in both official languages (linguistic profile: PPP/PPP). Should no candidate meet these requirements, a pool shall be established to staff similar positions with various linguistic requirements. These positions will be filled at a rank and salary level appropriate to background qualifications and experience of the successful applicant. The salary range for an Assistant Professor is $46,283 to $84,515 and the ceiling for Associate Professor and Professor are $101,814 and $121,821 respectively, plus an annual terminable allowance of $3,300. The starting salary will be commensurate with experience and qualifications. The appointment will be subject to a probationary period of three years. Interested candidates should forward their curriculum vitae, evidence of teaching ability, a summary of research interests, sample publications and names of three references to: Ms. Doris Meade, Civilian Human Resources Office (Kingston), Canadian Forces Base Kingston, PO Box 17000, Stn 'Forces', Kingston, ON, K7K 7B4; Phone: (613) 541-5010 ext. 2218; Fax: (613) 541-4496; Email: Meade.DM@forces.gc.ca. The expected starting date for the position(s) is Summer 2008. The closing date for applications is 30 April 2008. The Royal Military College, Saint-Jean is a coeducational and bilingual institution, and this position is offered equally to women and men. In accordance with the Public Service Employment Act, preference will be given to Canadian citizens. Candidates with foreign educational credentials are required to provide proof of Canadian equivalency. You may consult the Canadian Information Centre for International Credentials at http://www.cmec. ca/cicic/ for further information.

■ **FRENCH STUDIES — York University.** The Department of French Studies, Faculty of Arts, York University invites applications for a position to teach French as a second language, in a full-time one year contractually limited appointment. The position involves teaching undergraduate courses in French language and culture, at the beginner and intermediate levels and coordinating and planning one multi-section French Language course. The candidate will also guide and supervise French language monitors, and participate in departmental committees. The position will commence 1 July 2008. All positions at York University are subject to budgetary approval. Required qualifications include diploma (MA minimum) in the teaching of French as a second language and experience in this field at the university level; excellent command of oral and written French and a good working knowledge of English; demonstrated experience with corrective phonetics applied to FLS learning; knowledge of the principles and practical techniques of active language learning; experience with technology enhanced language learning (recording software, course management software and tools of electronic communication); demonstrated experience with the direction of multi-section language courses;demonstrated aptitude for teamwork. PhD in the teaching of French as a second language and demonstrated interest in assessment of language learning and in the teaching of culture and oral communication would be an asset. Applicants should send a letter of application and a current curriculum vitae, as well as a teaching portfolio and three letters of reference (to be sent directly by the referees and of which at least one focuses on the candidate's teaching) before 4 pm, 21 April 2008 to: Dr. Diane Beelen Woody, Chair, Department of French Studies, Faculty of Arts, York University, 4700 Keele Street, Toronto, Ontario, M3J 1P3, Canada; Telephone: (416) 736-5086;Fax: (416) 736-5734, Email: frenchr@yorku.ca;Web: www.arts.yorku.ca/french. N.B. Electronic submissions are not acceptable. York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's website at http://www.yorku.ca/acadjobs or a copy can be obtained by calling the affirmative action office at 416 736-5713 All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. Temporary entry for citizens of the U.S.A. and Mexico may apply per the provisions of the North American Free Trade Agreement (NAFTA).

■ **FRENCH STUDIES — Royal Military College of Canada.** The Department of French Studies at the Royal Military College of Canada invites applications for tenure track positions at the assistant professor level or, exceptionally, at a level appropriate with the candidate's experience. Duties will be shared between the Royal Military College Writing Centre and the Department of French Studies. The required qualifications in French literature are a PhD in one or more of the following fields: Twentieth Century French Literature, and Linguistics, as well as acceptable experience in teaching at the university level, and a record of research and publication. The candidate must also possess a proven ability to identify and solve writing problems in a range of university disciplines, and a proven ability to work collaboratively with colleagues throughout the university. Duties will include teaching undergraduate French courses, developing and pursuing an active research agenda leading to publication, participating in symposiums, developing writing programs and specific modules aimed at assisting students in improving their writing skills, and tutoring writing to individual students. These are bilingual positions, which require an ability to read, comprehend and communicate orally in both official languages (linguistic profile: PPP/PPP). Should no candidate meet these requirements, a pool shall be established to staff similar positions with various linguistic requirements. These positions will be filled at a rank and salary level appropriate to background qualifications and experience of the successful applicant. The salary range for an Assistant Professor is $46,283 to $84,515 and the ceiling for Associate Professor and Professor are $101,814 and $121,821 respectively, plus an annual terminable allowance of $3,300. The starting salary will be commensurate with experience and qualifications. The appointment will be subject to a probationary period of three years. Interested candidates should forward their curriculum vitae, evidence of teaching ability, a summary of research interests, sample publications and names of three references to: Ms. Cheryl Hogan, Civilian Human Resources Office (Kingston), Canadian Forces Base Kingston, PO Box 17000, Stn 'Forces', Kingston, ON, K7K 7B4; Phone: (613) 541-5010 ext. 5037; Fax: (63) 541-4496; Email: Hogan.CL@forces.gc.ca. The expected starting date for the position(s) is Summer 2008. The closing date for applications is 30 April 2008. In accordance with the Public Service Employment Act, preference must be given to Canadian citizens. Candidates must also undergo a security clearance and successfully obtain a Reliability level. Candidates with foreign educational credentials are required to provide proof of Canadian equivalency. You may consult the Canadian Information Centre for International Credentials at http://www.cmec. ca/cicic/ for further information. Candidates should note that the Royal Military College does enrol civilian graduate students at both the Masters and PhD levels, and that both civilian students and faculty members have full access to funding to support studies and research, including NSERC funding. The Royal Military College of Canada is a coeducational and bilingual institution, inviting equal opportunities for employment to all.

G

■ **GÉNIE AÉRONAUTIQUE ET GÉNIE MÉCANIQUE — Collège militaire royal du Canada.** Le département de génie mécanique du collège militaire royal du Canada invite des candidatures pour deux postes permanents dans le cadre du développement du nouveau programme en Génie Aéronautique et un poste pour le programme en Génie Mécanique existant, au rang de professeur adjoint. Par ailleurs, le rang de professeur agrégé peut être considéré pour un candidat exceptionnellement qualifié, capable de contribuer à diriger le développement du programme de Génie Aéronautique au CMR. Les qualifications requises sont un doctorat (PhD) ou l'équivalant en Génie Aéronautique ou Génie Mécanique, au moment de l'engagement, d'une université reconnue, une expérience acceptable d'enseignement en Génie Aéronautique ou Génie Mécanique ou une combinaison d'expérience industrielle et d'enseignement; une expérience acceptable en recherche, démontrée par un dossier de publications scientifiques consistant ou prometteur est aussi nécessaire. Les postes en Génie Aéronautique peuvent être convoités par des candidats en mesure de renforcer ce programme dans chacun des domaines: Performance des Aéronef Propulsion aérienne, Aérodynamique, Interaction Fluide-Structure, Mécanique du vol, ou Design des Structures d' Avions et Systèmes. En même temps, le département cherche aussi de l'expertise en Analyse et Contraintes ou Design/Fabrication pour le programme de Génie Mécanique. Les candidats choisis seront appelés à développer un programme de recherche préliérablement dans le domaine du Génie Aéronautique et devront être ou pouvoir devenir membre professionnel de l'ordre des ingénieurs au Canada. Ces postes sont bilingues et requierent l'habilité de lire, comprendre et de communiquer oralement dans les deux langues officielles (profil linguistique PPP/PPP). Si aucun des candidats ne rencontre les prérequis pour ces postes, un bassin sera établit pour combler des postes semblables dont te profil et les exigences linguistiques peuvent varier. L'échelle salariale est de 46 283 $ à 84 515 $ par année pour un professeur adjoint, et de 63 583 $ à 101 814 $ par année pour un professeur agrégé, plus une indemnité provisoire de 3 300 $ pour 2007-2008. Le salaire initial accordé dépendra de l'expérience et des quallifications du candidat. Une période probatoire da 36 mois s'applique. Les candidats intéressés doivent faire parvenir leur curriculum vitae, accompagné d'un sommaire des intérêts de recherche, de quelques exemplaires de publications et les noms et coordonnées de trois personnes comme références, à: Mme Cheryl Hogan, Ressources humaines civiles (Kingston), Base des forces canadiennes Kingston, CP 17000, Succursale Forces, Kingston, ON K7K 7B4; Tél: (613) 541-5010, Poste 5037; Fax: (613) 541-4496; Courrier électronique. Hogan. cl@forces.gc.ca. La date prévue d'entrée en fonction est le 4 Août 2008. La date limite d'acceptation des candidatures est fixée au 30 Avril 2008. Selon la Loi sur l'emploi dans la fonction publique, la préférence est accordée aux citoyens et citoyennes du Canada. Aussi, les candidats doivent obtenir un certificat d'enquête de sécurité avec Cote de fiabilité. Les candidats ayant reçus une education à l'extérieur du Canada doivent prouver que leurs diplômes sont équivalents aux diplômes canadiens. Pour de plus amples renseignements à ce sujet, veuillez consulter le centre d'information canadien sur les diplômes internationaux à l'adresse suivante: http://www.cmec.ca/cicic/. Il est important de noter que le collége militaire royal du Canada admet les étudiants civils au niveau du deuxième et troisième cycle avec la possibilité d'obtenir des bourses d'étude. Aussi les professeurs ont accès à des fonds pour supporter leurs recherches incluant les fonds du CRSNG. Le collège militaire royal du Canada est une institution mixte et bilingue. Ces postes sont offerts tant aux femmes qu'aux hommes.

■ **GEOMATICS — University of Waterloo.** The University of Waterloo invites applications for a three-year term appointment, with the possibility of renewal, as a lecturer in Geomatics. Applicants must demonstrate excellence, or the clear promise of excellence, in teaching introductory undergraduate courses in geographic information systems (GIS) and a course in photogrammetry. This is a teaching (non-research) position with a start date of 1 July 2008 or soon thereafter. The position is in the Department of Geography, Faculty of Environmental Studies. For additional information see: http://www.fes.uwaterloo.ca/. The Department recently launched a specialized undergraduate program in Geomatics to

Bioethicist

Thunder Bay Regional Health Sciences Centre (TBRHSC), in collaborstion with Lakehead University, the Northern Ontario School of Medicine, St Joseph's Care Group, and the Centre for Healthcare Ethics, is seeking an individual for a new position of Bioethicist. The Bioethicist, in collaboration with Administration, faculty, and clinical staff and in contact with patients, students, clients, and public, will provide leadership, teaching, research, and expert advice on ethical issues to TBRHSC and collaborating institutions.

Minimum qualifications and academic preparation include:

- Doctoral or Master's degree in a field relevant to bioethics (PhD preferred)
- experience functioning as a bioethicist in healthcare and university environments for at least two years
- knowledge and experience in clinical ethics consultations
- experience in teaching University-level bioethics
- interest and demonstrated ability in bioethics research and scholarship
- interpersonal skills to assist staff, faculty, students, patients, and public in negotiating ethical clinical decision-making
- eligibility for an academic appointment at Lakehead University and/or the Northern Ontario School of Medicine

Consideration of candidates will begin immediately and continue until the position has been filled. To apply, please send a letter of application, referencing posting #08-NON-06, describing your background and interest in bioethics and current CV to:

Human Resources, TBRHSC, 980 Oliver Rd., Thunder Bay, ON P7B 6V4

Questions may be directed to Jaro Kotalik, MD, MA, FRCPC, Director, Centre for Healthcare Ethics Lakehead University at: 807-345-1808 or by e-mail at: jkotalik@lakeheadu.ca

North West Community Care Access Centre CCAC
CASC Centre d'accès aux soins communautaires du Nord-Ouest

Lakehead UNIVERSITY

Northern Ontario School of Medicine

St. Joseph's Care Group

Thunder Bay Regional Health Sciences Centre

Schulich MEDICINE & DENTISTRY

Western

Schulich School of Medicine & Dentistry | The University of Western Ontario

Restorative Dentistry

Applications are invited for appointments at the rank of Assistant Professor in the Division of Restorative Dentistry effective July 1, 2008 or as soon as possible thereafter. For exceptional applicants at a higher level, the candidate may be considered for a possible tenured appointment and administrative responsibilities.

Two (2) positions for probationary (tenure-track) or limited term appointment in Prosthodontics
One (1) position for a one year renewable limited term appointment in Prosthodontics
One (1) position for probationary (tenure-track) or limited term appointment in Endodontics

Candidates must possess a DDS/DMD degree, or equivalent; be Fellowship or Board-eligible in Prosthodontics; have postgraduate specialist training in the area for which they are applying; and be eligible for full or academic licensure within the Province of Ontario. Teaching and some research experience preferred.

The successful candidates will also have a commitment to and demonstrated aptitude for teaching, and will be expected to teach at the didactic, pre-clinical, and clinical levels and do some administration with the possibility of becoming a course director. A consulting privilege of one day/week is available and the opportunity for intramural practice exists. Cross-discipline clinical teaching within all divisions of the dental programs is expected. Consideration of applicants will include an assessment of previous performance, qualifications, including qualifications which go beyond the requirements for the position and experience.

A probationary appointment may be offered to a candidate that has a demonstrated outstanding record of research and publication in dentistry and will be expected to maintain an ongoing vigorous research program. It is expected that the candidate will participate in research projects resulting in publications in peer reviewed journals. The successful candidate will also serve in community, professional, or administrative roles. The position will entail active collaboration with colleagues.

With a full-time enrolment of 32,000, The University of Western Ontario graduates students with a full range of academic and professional programs. The University campus is in London, a city of 340,000, located midway between Toronto and Detroit. With parks, tree-lined streets and bicycle trails, London is known as the "Forest City". London boasts an international airport, galleries, theatre, music, and sporting events. (See http://www.goodmovelondon.com to learn more.) Western's Recruitment and Retention Office is available to assist in the transition of successful applicants and their families.

Applicants should send 1) a cover letter, 2) a curriculum vitae, 3) reprints of any publications, and 4) names of three references to: Dr. H. S. Sandhu, Director of Dentistry, Schulich School of Medicine and Dentistry, The University of Western Ontario, London, ON, Canada, N6A 5C1. Applications will be accepted until the positions are filled.

For further information, please see:
www.schulich.uwo.ca/dentistry/
www.uwo.ca/
www.city.london.on.ca

Positions are subject to budget approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply; however Canadians and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

CAREERS CARRIÈRES

complement its research strengths in the field. Applications must include a statement of the applicant's approach to teaching and learning, a curriculum vitae and the names (with contact information) of three referees. The first stage in the review of applicants will be based on the letter of application and the C.V. Referees will be contacted for those being considered in the second stage of the review. The review of applications will commence on April 2 and continue until the position is filled. Applications should be sent to: Chair, Faculty Search Committee, Department of Geography, Faculty of Environmental Studies, University of Waterloo, Waterloo, ON N2L 3G1. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native persons, and individuals with disabilities. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. This appointment is subject to the availability of funds.

■ **GLOBAL MEDIA CULTURES — Wilfrid Laurier University** The Department of Communication Studies and the Cultural Studies Program invite applications for a joint tenure track position at the rank of Assistant Professor beginning July 1, 2008. This position is subject to budgetary approval. Duties will include undergraduate and graduate teaching, and research. Applicants should specialize in the areas of 1. Global Media Cultures, or 2 Global Cultural Studies. Research in the areas of critical media studies, and/or environmental communication, or cultural studies of the environment will be an advantage. In addition to having an active research agenda the appropriate candidate must have teaching experience. Applicants must have a completed PhD (or be near completion), teaching experience, and an established research record. In their cover letter, applicants should outline their area of expertise, as well as submit a curriculum vitae, a sample publication, a teaching dossier, and the names, addresses, telephone numbers and email addresses of three academic references by April 21, 2008 to Dr. Barbara Jenkins, Chair, Department of Communication Studies, Wilfrid Laurier University, 75 University Avenue West, Waterloo, Ontario N2L 3C5. All qualified candidates are urged to apply, however, Canadians and permanent residents will be given priority. Wilfrid Laurier University is committed to equity and values diversity. We welcome applications from qualified individuals of all genders and sexual orientations, persons with disabilities, Aboriginal persons, and persons of a visible minority. Members of the designated groups wishing to be considered for employment equity must self-identify. In confidence, to the Dean of the Faculty of Arts, Dr. David Docherty. Only those applicants selected for an interview will be contacted.

H

■ **HISTORY — University of Alberta.** The Wirth Institute for Austrian and Central European Studies of the University of Alberta in Edmonton, Canada, invites applications for a one-year post-doctoral fellowship with the possibility of renewal for an additional two years, effective 1 September 2008. The annual stipend is $45,000. Applicants must have an academic specialization in any aspect of Austrian or Habsburg history. Applicants may be no more than 5 years past their doctoral degree and should be fluent in German. An ability to work in an additional central European language would be an asset. The successful candidate will act as an assistant to the Director of the Wirth Institute for Austrian and Central European Studies and participate actively in the operation and activities of the Institute. The University of Alberta is committed to the principle of equity in employment. It welcomes diversity and encourages applications from all qualified women and men, including persons with disabilities. Applicants should submit a full curriculum vitae and the names of two references to the Wirth Institute for Austrian and Central European Studies, 300 Arts Building, University of Alberta, Edmonton, AB, Canada, T6G 2E6. E-mail: franz.szabo@ualberta.ca Application deadline: 31 May 2008.

I

■ **INTERNATIONAL DEVELOPMENT STUDIES — York University.** York University, Faculty of Arts, Division of Social Science invites applications for a one year contractually limited appointment at the assistant professor level commencing July 1, 2008. The Division is a department within the Faculty of Arts, mandated to provide undergraduate general education, as well as a number of specialized interdisciplinary programs, including International Development Studies. Information about the IDS program can be found at http://www.arts.yorku.ca/ids/. The successful candidate will hold a PhD (or be close to completion) in one of the social sciences and will show promise of excellence in research and publication in the field of development studies. A regional focus on Latin America will be an asset. He or she must demonstrate a strong competence in undergraduate teaching, and an ability to teach in an interdisciplinary program. The candidate will teach the equivalent of three full-year courses from among the following courses: AS/SOSC 3900 Development Studies Research Methods AS/SOSC 3801 Understanding Development Planning and Management, AS/SOSC 4600 Advanced Seminar in Development Studies and AS/SOSC 4452 3.0 State and Civil Society in Latin America. York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's website at www.yorku.ca/acadjobs/index.htm or a copy can be obtained by calling the affirmative action office at 416-736-5713. All qualified candidates are encouraged to apply; however, Canadian citizens and Permanent Residents will be given priority. Temporary entry for citizens of the USA and Mexico may apply per the provisions of the North American Free Trade Agreement (NAFTA). Candidates are asked to submit a curriculum vitae, a statement of research and teaching interests, and a sample publication, and to have three referees send letters of reference to: Richard Wellen, Chair, Division of Social Science, 5756 Ross Building, 4700 Keele Street, Toronto, ON, M3J 1P3; Telephone: 416-736-5056; Fax: 416-736-5574; E-Mail: rwellen@yorku.ca. All York University positions are subject to budgetary approval. Deadline: April 15, 2008.

K

■ **KINESIOLOGY — University of New Brunswick.** The Faculty of Kinesiology at the University of New Brunswick's Fredericton Campus, invites applications for a tenure track instructor appointment to support the work of the Faculty primarily through teaching and assisting with research, outreach and experiential work in the Faculty's Recreation & Sport Studies degree program. Details on Kinesiology's academic programs can be found at: http://www.unbf.ca/kinesiology/main.html Appointment will begin July 1, 2008 or as soon thereafter as possible. The successful candidates will have a minimum of a master's degree in a related field, a PhD or near completion is preferred. Interested applicants should submit a covering letter specifying the area(s) of interest, along with a resume, and the name, address, phone and e-mail addresses of three academic references. Review of applications will begin April 30, 2008 and will continue until the position is filled. This position is subject to final budgetary approval. Application packages should be directed to: Dr. Terry R. Haggerty, Dean, Faculty of Kinesiology, University of New Brunswick, PO Box 4400, Fredericton, NB, E3B 5A3; Email: kines@unb.ca. All qualified applicants are encouraged to apply; however, Canadians and permanent residents will be given priority. Applicants should indicate current citizenship status. The University of New Brunswick is committed to the Principle of Employment Equity

L

■ **LAW & SOCIETY — York University.** York University, Faculty of Arts, Division of Social Science invites applications for a one-year contractually limited appointment (CLA) at the assistant professor level commencing July 1, 2008. The Division of Social Science is a department within the Faculty of Arts, mandated to provide undergraduate general education, as well as a number of specialized interdisciplinary programs, including Law & Society. Information about the Law & Society program can be found at http://www.arts.yorku.ca/lands/. The successful candidate will hold a PhD (or be near completion) within a relevant field of social science, law or the humanities; show promise of excellence in sociological research and publication; and demonstrate strong competence in undergraduate, interdisciplinary teaching. The candidate will be expected to teach the equivalent of three full-year courses from the following list of available courses: AS/SOSC 1210 9.0 Human Rights and Canadian Minorities; AS/SOSC 1340 9.0 Women and the Law; AS/SOSC 3370 6.0 Social Justice and the Law; AS/SOSC 4356 6.0 Globalization: Law and Democracy; AS/SOSC 4350 6.0 Law and Society Seminar (human rights); AS/SOSC 4350 6.0 Law and Society Seminar (any area) York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's website at www.yorku.ca/acadjobs or a copy can be obtained by calling the affirmative action office at 416-736-5713. All qualified candidates are encouraged to apply; however, Canadian citizens and Permanent Residents will be given priority. Temporary entry for citizens of the USA and Mexico may apply per the provisions of the North American Free Trade Agreement (NAFTA). Candidates are asked to submit a curriculum vitae, a statement of research and teaching interests, a sample publication, and arrange for three letters of reference to be sent by April 15, 2008, to: Richard Wellen, Chair, Division of Social Science, 5756 Ross Building, 4700 Keele Street, Toronto, ON, M3J 1P3; Telephone: 416-736-5056; Fax: 416-736-5574; E-Mail: rwellen@yorku.ca. All York University positions are subject to budgetary approval

■ **LEADERSHIP — Royal Military College of Canada.** The Royal Military College of Canada is establishing an endowed Professorship in Leadership, thanks to the generosity of the Class of 1965. The person appointed as the Class of '65 Professor of Leadership will be accorded a full-time tenure track or tenured faculty position, and will hold the Professorship for a decade, after which the incumbent continues in the

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Department of Civil Engineering
University of Toronto

Claudette Mackay Lassonde Chair in Civil Engineering

The Department of Civil Engineering at the University of Toronto invites applications for the Claudette Mackay Lassonde Chair in mineral engineering. This appointment, created through an endowment, is a tenure stream position at the Associate or Full Professor level. The anticipated start date is July 1, 2008 or as soon as possible thereafter. Candidates for the chair should be senior scholars with a strong background in mining engineering or a closely related field. The successful candidate must have a distinguished record of scholarship including undergraduate and graduate teaching. The candidate must have demonstrated leadership, administrative capabilities, communication skills and vision. Professional Engineers of Ontario registration or the ability to apply for same will be especially valuable.

The successful candidate will, within one year of appointment, assume the directorship of the Lassonde Mineral Engineering Program; the University of Toronto undergraduate program servicing the mining and geological engineering disciplines. Applicants with backgrounds in areas such as mine ventilation, ore reserve estimation, equipment simulation, mine communications, rock engineering, backfill etc. are encouraged to apply. Direct field experience in mining or a closely related field would be especially valuable.

All interested parties should submit an application portfolio consisting of: 1. Curriculum Vitae, including publications and evidence of capacity and impact; 2. A description of research, teaching and professional interests; 3. A list of at least 4 professional and character references. The portfolio must be submitted by email in pdf format to chair.civil@utoronto.ca and also on paper to **Professor Brenda Y. McCabe, Chair, Department of Civil Engineering, University of Toronto, 35 St. George St., Room GB107, Toronto, Ontario, Canada, M5S 1A4.** The closing date for review of applications is **April 30, 2008** and will continue until the position is filled. The University of Toronto is committed to competitive salary and benefits packages. Further information on the Department of Civil Engineering can be found at www.civil.engineering.utoronto.ca, while the Mineral Engineering web site is www.mineralengineering.utoronto.ca.

The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from members of visible minority groups, women, Aboriginal persons, people with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas.

All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

Joe Ng/JNE Chair in Design, Construction and Management of Infrastructure Renewal

The Department of Civil Engineering at McMaster University invites applications from outstanding candidates for the Joe Ng/JNE Chair in Design, Construction and Management of Infrastructure Renewal. Applicants at the Associate or Full Professor rank will be considered. Applicants must have a bachelor degree and a doctorate degree in Civil Engineering and be eligible for registration as a Professional Engineer in the Province of Ontario. Suitably qualified applicants from both the academic and industrial sectors will be considered. Applications from candidates with a demonstrated record of outstanding research, including refereed journal publications and successful supervision of graduate students, are encouraged. The successful candidate must have a track record in the area of earthquake engineering involving innovative experimental and high quality theoretical research. Interest in structural rehabilitation and retrofit, with emphasis on seismic design and retrofit of structures, will be highly desirable. The successful candidate is expected to teach both undergraduate and graduate courses, supervise graduate students, and attract funding from granting agencies and other external sources to support her/his research activities. She/he is also expected to interact closely with the industrial partners of the Department and other researchers in the Centre for Effective Design of Structures (CEDS).

The Joe Ng/JNE Chair is one of the three endowed chairs in the Department of Civil Engineering. The McMaster University Centre for Effective Design of Structures was created in 2002 to link the research activities of the structural and materials engineering, and engineering mechanics groups within the Department of Civil Engineering to industry. The establishment of the Centre and the creation of the three endowed chairs were made possible by the 3.3 million dollars in funding through the Ontario Research and Development Challenge Fund, matched by industry and by McMaster University. The Centre research foci are Masonry Materials and Structures, Structural Rehabilitation, Earthquake Engineering, and New and Underutilized Materials. The Department of Civil Engineering has state-of-the-art structural testing facilities, access to an advanced computational network, a vibrant research enterprise, and an internationally recognized faculty in both civil and environmental engineering.

Salary and rank are commensurate with experience and qualifications. Applicants are asked to send their curriculum vitae, a statement detailing research and teaching interests, and names of three referees to **Dr. A.Ghani Razaqpur, Chair, Department of Civil Engineering, and Director, Centre for Effective Design of Structures, McMaster University, 1280 Main St W., Hamilton, Ontario, Canada L8S 4L7.** Telephone (905) 525-9140 ext. 24746, Fax (905) 525-9688 or e-mail ceds@mcmaster.ca. Applications review will begin April 1, 2008 and the appointment will ideally commence July 1, 2008. However, applications will be accepted until the position is filled.

All qualified candidates are encouraged to apply, however, Canadian citizens and permanent residents will be given priority. McMaster University is strongly committed to employment equity within its community, and to recruiting a diverse faculty and staff. The University encourages applications from all qualified candidates, including women, members of visible minorities, Aboriginal persons, members of sexual minorities, and persons with disabilities.

McMaster University ENGINEERING

Faculty of Education
The University of British Columbia
www.educ.ubc.ca

Canada Research Chair Indigenous Education

The Faculty of Education at the University of British Columbia is seeking to nominate a **Senior (Tier 1) Canadian Research Chair in Indigenous Education.**

We are looking for an exceptional Indigenous scholar with a strong record of teaching, research, and community service that has contributed significantly to the advancement of Indigenous education. Some of the Faculty's educational research interests as they pertain to this CRC, include Indigenous knowledge, leadership, teacher education, language revitalization, curriculum, counselling/health, and graduate education. Extensive experience with Indigenous communities is desirable.

The Canadian Research Chair program (www.chairs.gc.ca) was established by the Canadian Federal Government with the purpose of attracting outstanding researchers to the Canadian university system. As stated in the program's Terms of Reference (see www.chairs.gc.ca), "Tier 1 Chairs, tenable for seven years and renewable, are for outstanding researchers acknowledged by their peers as world leaders in their fields", with an excellent record of teaching and graduate supervision. The candidate's proposed research program should address UBC's TREK 2010 goals and strategies related to Aboriginal engagement and aim to transform Indigenous Education to improve the success of Indigenous learners. The successful applicant will be expected to teach and mentor undergraduate and graduate students, take on a leadership role in the Faculty's Indigenous Education initiatives, and establish effective research relationships with Indigenous communities, scholars, and centres of scholarship in BC, across Canada, and internationally.

The Faculty of Education within The University of British Columbia involves a rich and diverse set of researchers and comprehensive set of programmatic offerings at the baccalaureate, magisterial and doctoral levels. Administratively, the Faculty includes the Department of Language and Literacy Education, the Department of Educational Studies, the Department of Educational and Counselling Psychology, and Special Education, the Department of Curriculum Studies, and the School of Human Kinetics as well as various cross faculty initiatives including the Centre for Cross Faculty Inquiry. The successful nominee will be placed in the most appropriate academic unit based upon her/his qualifications. The Faculty, a world leader in Indigenous Education, offers an Aboriginal Teacher Education Program (NITEP), a graduate Indigenous education and research specialization (Ts'kel), and a doctoral specialization in Indigenous Education Leadership; sponsors a cross-Faculty Indigenous Education Institute of Canada; publishes an annual theme issue of the Canadian Journal of Native Education; and has an Associate Dean for Indigenous Education leadership position. For further details about the Faculty, please visit our website at www.educ.ubc.ca.

The University of British Columbia hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply however; Canadians and permanent residents of Canada will be given priority. Preferences will be given to Aboriginal candidates. All Canada Research Chair positions are subject to review and final approval by the Canada Research Chair Secretariat. Offers will be made in accordance with Canadian immigration requirements associated with the Canada Research Chairs program.

Interested individuals should send a CV, list of publications, description of proposed research and interests and the names and contact information & qualifications of four referees to **Dr. Rob Tierney, Dean, Faculty of Education, The University of British Columbia, 2125 Main Mall, Vancouver, BC, V6T 1Z4, Canada.** Dr. Tierney can be contacted by phone (604-822-5757), fax (604-822-6501) or e-mail (dean.educ@ubc.ca).

The deadline for applications and nominations is **April 30, 2008.** The appointment will commence by July 1, 2009 at the level of either Associate Professor or Full Professor with tenure.

CAREERS CARRIÈRES

normal faculty stream, and the Professorship is competed again. The initial appointment is intended to be at the Associate Professor level, and the normal promotion policy of the University subsequently applies. As the University for the Canadian Forces and Canada's only Federal University, RMC is dedicated to educating men and women to assume leadership roles within the Canadian Forces, other government agencies and in the wider community in both public and private sectors. RMC is also very graduate studies intensive, granting one graduate degree for every two undergraduate degrees. Through this Professorship, and consistent with its mission, RMC is seeking promote scholarship on leadership, broadly defined. Thus applications for the Professorship in Leadership are invited from candidates with a strong academic interest in leadership, and who hold a doctoral degree in any of a wide range of disciplines including, but not restricted to: Political Science, History, Psychology, Public Policy, and Business Administration. Applications are sought from individuals with a strong record in research and teaching at the university level. By exception, RMC would also be pleased to consider suitable individuals who have worked in leadership capacities in the public or private sectors, and who consequently have less experience as university faculty members. The successful candidate will be accorded a primary appointment in an academic department suited to the candidate's background, but may also be cross-appointed in another discipline, and will be expected to teach graduate and undergraduate courses within their discipline and to conduct scholarly research on leadership issues as well contributing to the overall mission of the College. For the first three years of the appointment a block of research funding is assured. The start date of the appointment is negotiable, from some time in the summer of 2008 to as late as the end of 2009, depending on the prior commitments of the individual selected. The salary range is $63,583 to $101,814 per annum for an Associate Professor. This salary is currently under negotiation. In addition there is an annual Terminable Allowance of $3,300 for 2007/2008. Starting salary will be in accordance with experience and qualifications. The appointments will be subject to a probationary period of 36 months. Interested candidates should forward their curriculum vitae, including a summary of research interests, sample publications and the names and contact details of three references, to: Ms. Cheryl Hogan, Civilian Human Resources Service Centre, Canadian Forces Base Kingston, PO Box 17000, Station Forces, Kingston, ON K7K 7B4, Phone: (613) 541-5010, extension 5037,Fax: (613) 541-4496; Email: Hogan.cl@forces.gc.ca. The closing date for applications is 30 April 2008. In accordance with the Public Service Employment Act, preference will be given to Canadian citizens. Candidates with foreign educational credentials are required to provide proof of Canadian equivalency. You may consult the Canadian Information Centre for International Credentials at http://www.cmec.ca/cicic/ for further information. Candidates should note that the Royal Military College does enrol civilian graduate students at both the Masters and PhD levels, and that both civilian students and faculty members have full access to funding from the national granting councils. The Royal Military College of Canada is a coeducational and bilingual institution, and these positions are offered equally to women and men.

■ **LEADERSHIP — Collège militaire royal du Canada.** Le Collège militaire royal du Canada (CMR) vient de créer un nouveau poste de professeur en leadership grâce à la générosité de la promotion de 1965. La personne nommée se verra accorder un poste à temps plein menant à la permanence ou un poste permanent de professeur. Elle occupera les fonctions de professeur en leadership pendant dix ans, après quoi elle réintégrera le corps professoral normal, et la poste fera l'objet d'un autre processus de dotation. Pour la première nomination, les candidats devront être, de préférence, des professeurs agrégés. Par la suite, la politique de promotion normale du Collège s'appliquera. À titre d'université des Forces canadiennes et de seule université fédérale au pays, le CMR a pour mandat de préparer des hommes et des femmes à occuper des fonctions de leader au sein des Forces canadiennes, d'autres organismes gouvernementaux ou de la communauté en général, tant dans le secteur public que privé. Le CMR est également très axé sur les études supérieures, un diplômé sur trois étant au deuxième ou au troisième cycle. Fidèle à sa mission, le CMR a créé ce poste dans le but de promouvoir la recherche sur le leadership dans son sens large. Le candidat idéal doit donc avoir un intérêt marqué pour la recherche sur le leadership et être titulaire d'un doctorat dans l'un des domaines suivants ou dans tout autre domaine pertinent: science politique, histoire, psychologie, politique publique et administration des affaires. De plus, il doit posséder une grande expérience en recherche et en enseignement au niveau universitaire. À titre exceptionnel, le CMR est également disposé à considérer les candidatures de postulents ayant occupé des fonctions de leader dans le secteur public ou privé, mais qui ont par le fait même moins d'expérience comme professeurs universitaires. La personne choisie occupera un poste principal dans le département qui correspondre le mieux à son expérience, mais pourra aussi être nommée de façon conjointe dans un autre département. Elle devra enseigner des cours à tous les cycles dans sa discipline et effectuer de la recherche sur des sujets relatifs au leadership, en plus de contribuer à la mission globale du Collège. On lui assurera également un financement de recherche pour les trois premières années de son affectation. La date d'entrée en fonction est négociable. La personne choisie pourra commencer au moment qui lui conviendra le mieux entre l'été 2008 et la fin de 2009, selon ses engagements en cours. Le salaire annuel, variant de 63 583 $ à 101 814 $ pour un professeur agrégé, fait actuellement l'objet de négociations. La personne choisie touchera également une indemnité provisoire annuelle de 3300 $ pour 2007 2008, et son salaire de départ sera déterminé en fonction de son expérience et de ses compétences. Elle tera également l'objet d'une période probatoire de 36 mois. Tous ceux et celles qui désirent postuler doivent laire parvenir leur curriculum vitæ, y compris un résumé de leurs intérêts de recherche, des échantillons de publications ainsi qua les noms et coordonnées de trois personnes pouvant fournir des références professionnelles, à: Mme Cheryl Hogan, Centre de service des ressources humaines civiles, Base des Forces canadiennes Kingston,CP 17000, succursale Forces, Kingston, ON K7K 7B4; Téléphone: 613-541-5010, poste 5037; Télécopieur: 613-541-4496; Courriel: Hogan.cl@forces.gc.ca. La date limite pour laire parvenir les candidatures est le 30 avril 2008. Conformément à la Loi sur l'emploi dans la fonction publique, la préférence sera accordée aux citoyens et citoyennes du Canada. Les personnes ayant obtenu un diplôme à l'étranger doivent fournir une preuve d'équivalence. Pour plus d'information à ce sujet, il suffit de consulter le site du Centre d'information canadien sur les diplômes internationaux à l'adresse suivante: http://www.cicdi.ca. Les candidats et candidates doivent noter que le CMR accepte les étudiants civils tant au niveau de la maîtrise que du doctorat, et que les étudiants et professeurs civils ont un piein accès au financement pour leurs projets d'étude et de recherche, y compris le financement offert par les conseils nationales. Le CMR est une institution d'enseignement mixte et bilingue, et les postes qu'il offre sont ouverts tant aux femmes qu'aux hommes.

■ **LIBRARIAN — University of Western Ontario.** Western Libraries invites applications from innovative, energetic, and service-oriented candidates for a probationary position leadmg to a continuing appointment within Western Libraries, with specific responsibilities as a Research and Instructional Services Librarian in The D. B. Weldon Library. Reporting to the Head, Research and Instructional Services Department (R&IS), The D. B. Weldon Library, and working as a member of the Research and Instructional Services team, the librarian will primarily be responsible for instruction, collections and liaison for the Faculty of Arts and Humanities. The librarian will design and deliver research and instructional services, and develop and manage collections. The librarian will seek opportunities for integrating information literacy into the curriculum at the undergraduate and graduate levels, and will provide consultation and indepth support to faculty and graduate student researchers. The candidate must have a Master's degree (MLIS, MLS) from an ALA-accredited institution, along with an undergraduate degree from within the disciplines of the Arts and Humanities. A Master's degree in one of these disciplines would be an advantage. as would written end verbal fluency in a second language. Two years of professional experience in an academic library, as well as experience in collections management, would be definite assets. Posting closes 15 April 2008. For full posting including qualifications and application process visit: http://www.uwo.ca/pvp/lacu/hrrelations/jobs/Librarlen.html.

■ **LIBRARY & INFORMATION STUDIES — McGill University.** The School of Information Studies (SIS), one of the four units in the Faculty of Education at McGill University, invites applications for one tenure-stream appointment at the rank ot Assistant Professor. The anticipated start date is January 1, 2009. Qualified candidates should hold a doctoral degree in library and information studies or a related discipline, and should have demonstrated affective teaching, research and service. Research and teaching expertise is sought in knowledge organization and representation, with a special interest in one or more of the following areas: classification, cataloguing, indexing, taxonomies, ontologies, metadata, Information architecture, and the samantic web. Applicants with experience in multidisciplinary research are particularly welcome. The successful candidate will teach courses at the graduate levei, conduct research, and advise and supervise master's and doctoral students Salary will be commensurate with qualifications and experience. McGill University is a world-renowned English-language institution located in the heart of cosmopolitan Montreal and is ranked among the world's top universities according to the Times Higher Education Supplement-QS World University Rankings. SIS, which celebrated its 100th anniversary in 2004, has an enrolment of more than 175 graduate students and otters an ALA-accredited MLIS program, a graduate certificate and a graduate diploma in LIS, and a PhD program. The MLIS program includes specialized courses in librarianship, knowledge management, and archival studies All qualified applicants are encouraged to apply; however, in accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. McGill University is committed to equity in employment and diversity. It welcomes applications from indigenous peoples, visible minorities, ethnic minorities, persons with disabilities, women, persons of minority sexual orientations and gender identities, and others who may contribute to further diversification. Applicants should send a letter of application, curriculum vitae, a statement of teaching and research interests, and a list of three references by the end ot May 2008 to: Dr. France Bouthillier, Director School ot Information Studies McGill University 3459 McTavish Street Montreal, Quebec, Canada H3A 1Y1 Voice: (514) 398-3362 Fax: (514) 398-7193 Email: france.bouthillier@mcgill.ca; Web: http://www.mcgill.ca/sis.

■ **LITTÉRATURE ANGLAISE — Le Collège militaire royal de Saint-Jean.** Le Collège militaire royal de Saint-Jean cherche à combler un poste menant à la permanence comme professeur adjoint ou, dans un cas exceptionnel, à un rang approprié selon le niveau d'expérience du candidat retenu. Le Collège militaire royal de Saint-Jean (CMR Saint-Jean) est une institution du niveau collégial québécois créée en janvier 2008. Il a pour mandat de préparer les étudiants du secondaire (en particulier ceux du Québec) à l'entrée au Collège militaire royal du Canada à Kingston. Il offre des programmes équivalents aux programmes collégiaux québécois de sciences de la nature et de sciences hu-

AHED UPESED

Academics for Higher Education and Development
Universitaires pour l'éducation supérieure et le développement

VOLUNTEERS WANTED

Academics for Higher Education and Development/ Universitaires pour l'éducation supérieure et le développment (AHED – UPESED) is a new bi-lingual NGO whose goal is to support developing countries build capacity in higher education.

AHED – UPESED proposes to fulfill its mission by sending academics, that is, faculty, staff, and administrators, as volunteers on projects in the developing world. AHED – UPESED will provide training and cover expenses for the volunteers whom it sends on projects to the developing world.

AHED – UPESED has several positions for volunteers it wishes to fill.

1) Muhimbili University of Health and Allied Sciences, Dar es Salaam, Tanzania
   - Lecturer in Clinical Pharmacy
   - Information Technology Management Advisor
   - Curriculum Development and Marketing Advisor
   - Research and Grants Management Advisor

2) State Islamic University (UIN) Sunan Kalijaga, Centre for the Disabled, Yogyakarta, Indonesia
   - Disabilities Specialist

3) University of Cape Coast, Department of Computer Science, Cape Coast, Ghana
   - Computer Scientist and/or Information Technologist

4) National University of Rwanda School of Journalism and Communication
   - There are several jobs at NUR teaching journalism and media studies the details of which will be posted on the AHED – UPESED web page in the near future.

If you are interested in having more information about these positions, in applying for any of them, or in putting your name on a database for future positions, please consult our web site at www.ahed-upesed.org or contact us at inquiry@ahed-upesed.org. Our web site contains additional information about our organization and its partnerships with NGOs, universities, and university departments working in the developing world.

VOLONTAIRES DEMANDÉS

Academics for Higher Education and Development) / Universitaires pour l'éducation supérieure et le développement (AHED- UPESED) est une nouvelle organisation non-gouvernementale dont l'objectif est d'aider les pays en voie de développement à accroître leurs capacités en matière d'éducation supérieure.

AHED / UPESED entend assumer sa mission en envoyant des universitaires, incluant des professeurs, du personnel de soutien et des administrateurs, participer à des projets dans le monde en voie de développement. AHED / UPESED organise des stages d'initiation et de formation pour les volontaires, et défraie leurs dépenses de voyage et le coût des visas.

AHED / UPESED requiert actuellement des volontaires pour les projets suivants :

1) Muhimbi University of Health and Allied Sciences, Dar es Salaam, Tanzania
   - Professeur de pharmacie clinique
   - Spécialiste des technologies de l'information
   - Spécialiste en développement de cours et en marketing
   - Spécialiste dans l'administration des subventions de recherche

2) State Islamic University (UIN) Sunan Kalijaga, Centre for the Disabled, Yogyakarta, Indonésie
   - Spécialiste des problèmes reliés aux handicaps

3) University of Cape Coast, Department of Computer Sciences, Cape Coast, Ghana
   - Spécialiste en informatique et/ou en technologies de l'information

4) Ecole de Journalisme et de Communication de l'Université nationale du Rwanda
   - Plusieurs volontaires seront requis pour l'enseignement du journalisme et l'étude des médias ; les détails seront affichés très prochainement sur le site web de AHED / UPESED.

Si vous souhaitez obtenir plus d'information sur ces postes, ou si vous désirez vous porter candidat pour l'un d'eux, ou encore si vous voulez vous inscrire dans une banque de données en vue de candidatures futures, veuillez consulter notre site web à l'adresse suivante: www.ahed-upesed.org. Vous pouvez également nous contacter à l'adresse suivante : renseignements@ahed-upesed.org. Notre site web contient des informations additionnelles sur notre organisation et ses partenariats avec divers ONG, universites et départements universitaires œuvrant dans le monde en voie de développement.

UBC *Faculty of Education*
The University of British Columbia
www.educ.ubc.ca

Director
Native Indian Teacher Education Program

The Native Indian Teacher Education Program (NITEP) within the Faculty of Education at the University of British Columbia invites applications for the position of Director for a 5—year term. We seek an academic leader with proven leadership, interpersonal and administrative skills, who will be responsible for directing and developing the teaching, research and service aspects of NITEP. The appointment, subject to budgetary approval, will be effective July 1, 2008

The Native Indian Teacher Education Program is a five-year teacher preparation program (B.Ed.), designed to provide culturally relevant and comprehensive teacher preparation for Aboriginal people. NITEP's main campus location is in the First Nations Longhouse at the University of British Columbia, and it currently operates four field centres at Kamloops, Bella Coola, Duncan, and Urban (Vancouver campus).

The Director will have leadership and management responsibilities for NITEP, including program development, expansion and implementation; student access, retention, and mentoring, staff development and supervision; budget development, fundraising; building and maintaining Aboriginal community relationships; and engagement in scholarly activities. The Director will work with the Associate Dean for Indigenous Education, other Faculty teacher education programs, the First Nations Education Council, the First Nations House of Learning, other university Aboriginal initiatives, and external Aboriginal and educational organizatrons.

The successful candidate must possess broad and substantive knowledge of and successful work experience in Aboriginal education. Experience in Aboriginal teacher education is preferred. A minimum of five years of teaching in K-12 contexts and at least three years of management experience are required. Extensive knowledge of BC and Canadian Aboriginal education is desirable. The ability to communicate effectively with Aboriginal organizations, community representatives, and students is required. Working cooperatively with UBC faculties, schools and service units and with representatives of the government and private sectors, and with other post-secondary institutions is also essential.

The University of British Columbia hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply however; Canadians and permanent residents of Canada will be given priority. Preferences will be given to Aboriginal candidates. The application deadline is April 30, 2008.

The successful candidate will also hold a tenure appointment in the Faculty of Education at the rank of Associate or Full Professor. Applicants will have a doctoral degree, demonstrate excellence in teaching, and a strong commitment to research and scholarly publications. Salary and rank will be commensurate with qualifications and experience. Letter of application, curriculum vitae, record of teaching effectiveness as well as the names and addresses (postal and e-mail) of three referees should be sent to:

Dr. Jo-ann Archibald, Associate Dean, Indigenous Education, Faculty of Education, 2125 Main Mall, Vancouver, B.C, E-mail: jo-ann.archibald@ubc.ca

UNIVERSITY OF REGINA

Faculty Positions Available

The University of Regina is a university on the move, striving for excellence in its innovative academic, research, and community service pursuits. The University is building on its strengths and looking to the future in areas as diverse as culture and heritage, energy and environment, informatics, health, and social justice. It enjoys constructive relationships with three federated colleges, with all levels of government, and with business, research, and community partners. With over 12,500 students, 2,200 faculty and staff, and an operating budget of $112 million, the University of Regina is committed to being a great place to study and work.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

The University of Regina is committed to achieving a representative workforce and qualified diversity group members are encouraged to self identify on their applications.

FACULTY OF ARTS
Term Position
In the Department of English

FACULTY OF GRADUATE STUDIES & RESEARCH
Tenure-Track Position in the Johnson-Shoyama Graduate School of Public Policy
In the areas of either Public Policy or Public Administration

For detailed descriptions on these positions, please visit **www.uregina.ca/hr/recruitment.html**

UNIVERSITY OF REGINA
University of Regina
3737 Wascana Parkway, Regina, SK S4S 0A2
www.uregina.ca

CAREERS CARRIÈRES

maines. Il a aussi la responsabilité de la formation en leadership des membres du rang et de l'enseignement de certains cours à distance du Collège militaire royal du Canada. Il offre également de la formation sur mesure en gestion. Les qualifications requises sont un doctorat (ou son équivalent) avec une concentration en littérature anglaise ou dans un domaine connexe, une expérience acceptable d'enseignement au premier cycle universitaire et un dossier de publication fort ou prometteur. Une nomination au niveau de chargé de cours sera considérée pour les candidats supérieurs qui terminent les dernières étapes de leur programme de doctorat et qui auront complété leur doctorat avant la date d'entrée en fonction. La personne choisie devra être prête à enseigner au niveau collégial. On peut aussi lui demander d'enseigner au niveau universitaire (premier ou deuxième cycle) et de superviser des étudiants de deuxième cycle. On s'attend aussi à ce qu'elle poursuive activement un programme de recherche dans son domaine de spécialisation et qu'elle diffuse les résultats de ces recherches. On s'attend aussi à ce qu'elle fasse éventuellement des contributions importantes à n'importe quelle des composantes de la mission du CMR Saint-Jean. Ce poste est bilingue et requiert l'habileté de lire, comprendre et de communiquer oralement dans les deux langues officielles (profil linguistique PPP/PPP). Si aucun des candidats ne rencontre les pré-requis pour ce poste, un bassin sera établi pour combler des postes semblables dont le profil et les exigences linguistiques peuvent varier. Ces positions seront comblées à un rang et niveau de salaire approprié aux qualifications et à l'expérience du candidat choisi. L'échelle salariale pour le rang de professeur adjoint est de 46 283 $ à 84 515 $ et le maximum pour les rangs de professeur agrégé et professeur titulaire sont de 101 814 $ et 121 821 $, plus une indemnité provisoire de 3 300 $. Le salaire de départ accordé dépendra de l'expérience et des qualifications du candidat. La personne sélectionnée aura une période probatoire de 36 mois. Les candidats intéressés doivent faire parvenir leur curriculum vitae, la preuve de leur capacité d'enseigner, un sommaire des intérêts de recherche, quelques exemples de publications et les coordonnées de trois références, à: Mme Doris Meade, Ressources humaines civiles (Kingston), Base des forces canadiennes Kingston, CP 17000, Succursale Forces, Kingston,(ON), K7K 7B4, Tél: (613) 541-5010, poste 2218; Fax: (613) 541-4496; Courriel électronique: Meade.DM@forces.gc.ca. La date prévue d'entrée en fonction est l'été 2008. La date prévue limite d'acceptation des candidatures est fixée au 30 avril 2008. Le Collège militaire royal de Saint-Jean est une institution mixte et bilingue et ce poste est offert également aux femmes et aux hommes. Selon la Loi sur l'emploi dans la fonction publique, la préférence sera accordée aux citoyennes et citoyens du Canada. Des personnes qui ont obtenu un diplôme à l'étranger doivent prouver qu'il est équivalent aux diplômes canadiens. Pour de plus amples renseignements à ce sujet, veuillez consulter le Centre d'information canadien sur les diplômes internationaux à l'adresse suivant, http://www.cmec.ca/cicic/.

■ **LITTÉRATURE FRANÇAISE — Le Collège militaire royal de Saint-Jean.** Le Collège militaire royal de Saint-Jean cherche à combler un poste menant à la permanence comme professeur adjoint ou, dans un cas exceptionnel, à un rang approprié selon le niveau d'expérience du candidat retenu. Le Collège militaire royal de Saint-Jean (CMR Saint-Jean) est une institution du niveau collégial québécois créée en janvier 2008. Il a pour mandat de préparer les étudiants du secondaire (en particulier ceux du Québec) à l'entrée au Collège militaire royal du Canada à Kingston. Il offre des programmes équivalents aux programmes collégiaux québécois de sciences de la nature et de sciences humaines. Il a aussi la responsabilité de la formation en leadership des membres du rang et de l'enseignement de certains cours à distance du Collège militaire royal du Canada. Il offre également de la formation sur mesure en gestion. Les qualifications requises sont un doctorat (ou son équivalent) avec une concentration en littérature française ou dans un domaine connexe, une expérience acceptable d'enseignement au premier cycle universitaire et un dossier de publication fort ou prometteur. Une nomination au niveau de chargé de cours sera considérée pour les candidats supérieurs qui terminent les dernières étapes de leur programme de doctorat et qui auront complété leur doctorat avant la date d'entrée en fonction. La personne choisie devra être prête à enseigner au niveau collégial. On peut aussi lui demander d'enseigner au niveau universitaire (premier ou deuxième cycle) et de superviser des étudiants de deuxième cycle. On s'attend aussi à ce qu'elle poursuive activement un programme de recherche dans son domaine de spécialisation et qu'elle diffuse les résultats de ces recherches. On s'attend aussi à ce qu'elle fasse éventuellement des contributions importantes à n'importe quelle des composantes de la mission du CMR Saint-Jean. Ce poste est bilingue et requiert l'habileté de lire, comprendre et de communiquer oralement dans les deux langues officielles (profil linguistique PPP/PPP). Si aucun des candidats ne rencontre les pré-requis pour ce poste, un bassin sera établi pour combler des postes semblables dont le profil et les exigences linguistiques peuvent varier. Ces positions seront comblées à un rang et niveau de salaire approprié aux qualifications et à l'expérience du candidat choisi. L'échelle salariale pour le rang de professeur adjoint est de 46 283 $ à 84 515 $ et le maximum pour les rangs de professeur agrégé et professeur titulaire sont de 101 814 $ et 121 821 $, plus une indemnité provisoire de 3 300 $. Le salaire de départ accordé dépendra de l'expérience et des qualifications du candidat. La personne sélectionnée aura une période probatoire de 36 mois. Les candidats intéressés doivent faire parvenir leur curriculum vitae, la preuve de leur capacité d'enseigner, un sommaire des intérêts de recherche, quelques exemples de publications et les coordonnées de trois références, à: Mme Doris Meade, Ressources humaines civiles (Kingston), Base des forces canadiennes Kingston, CP 17000, Succursale Forces, Kingston,(ON), K7K 7B4, Tél: (613) 541-5010, poste 2218; Fax: (613) 541-4496; Courriel électronique: Meade.DM@forces.gc.ca. La date prévue d'entrée en fonction est l'été 2008. La date prévue limite d'acceptation des candidatures est fixée au 30 avril 2008. Le Collège militaire royal de Saint-Jean est une institution mixte et bilingue et ce poste est offert également aux femmes et aux hommes. Selon la Loi sur l'emploi dans la fonction publique, la préférence sera accordée aux citoyennes et citoyens du Canada. Des personnes qui ont obtenu un diplôme à l'étranger doivent prouver qu'il est équivalent aux diplômes canadiens. Pour de plus amples renseignements à ce sujet, veuillez consulter le Centre d'information canadien sur les diplômes internationaux à l'adresse suivant: http://www.cmec.ca/cicic/.

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■ **MANAGEMENT SCIENCE — Saint Mary's University.** The Department of Finance, Information Systems and Management Science at the Sobey School of Business, Saint Mary's University invites applications for one tenure-track position in Management Science at the rank of Assistant Professor. The successful candidate must have a PhD, or be near completion, in Operations Management, Supply Chain Management, Management Science or related field completed or near completion. Teaching experience in operations management, quantitative methods, and statistics is desirable. Strong teaching effectiveness, commitment to education innovation, well-developed communication skills, inter-disciplinary business experience, and a collaborative working style are assets. The position will begin July 1, 2008, subject to final budgetary approval. The Sobey School of Business at Saint Mary's University is a balanced research/teaching institution. It has the largest commerce program in the Atlantic Provinces and offers AACSB accredited degrees at the undergraduate, masters and PhD levels. Although candidates of all nationalities are encouraged to apply, priority will be given to Canadian citizens and permanent residents. Saint Mary's University is committed to principles of employment equity. Rank and salary will be commensurate with experience and qualifications as outlined in the Saint Mary's University Collective Agreement. Applicants should mail their curriculum vitae, letter of application, teaching dossier, if available, names and addresses of three referees and formal evaluations of teaching to Dr. George Ye, Chairperson, Department of Finance,Information System & Management Science,Sobey School of Business, Saint Mary's University,Halifax, Nova Scotia, B3H 3C3;www.sobeysmsca. Consideration of applications will begin on March 15, 2008. Applications will be accepted until position is filled.

■ **MARKETING, BUSINESS ECONOMICS & LAW — University of Alberta.** The University of Alberta is one of the leading research universities in Canada. The Department of Marketing, Business Economics and Law invite applications for a full-time, tenure-track position in marketing at the Assistant Professor level. A PhD (or close to completion) in Marketing or a related field and a demonstrated commitment to teaching and research at the university level are required. Appointment to a more senior level (Associate or Full Professor) may be considered depending on qualifications and experience. The successful candidate will have an opportunity to teach in the undergraduate, MBA, and PhD programs and supervise graduate students in their field of interest. The successful candidate will be expected to be productive in research and scholarly activities and develop and maintain an independent research program with external funding. Please submit a letter of application, statement of research interests, curriculum vitae and three letters of reference. Dr. Richard O. Johnson,Chair, Department of Marketing, Business Economics and Law, The University of Alberta School of Business, Edmonton, Alberta, Canada, T6G 2R6, Email: mbe@ualberta.ca. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

■ **MATHEMATICS — University of Waterloo.** Applications are being accepted for one or more positions of Lecturer in the Centre for Education in Mathematics and Computing beginning on 01 August 2008. Applicants should have a minimum of a Master's degree in the mathematical or computer sciences. A minimum of 5 years of recent experience teaching in a secondary school would be an asset. Demonstrated problem solving skills in mathematics and/or computing as well as interest in and experience with mathematics and/or computing contests at the secondary school level are essential. Duties will include undergraduate teaching and participation in activities of the Centre for Education in Mathematics and Computing, including in the Faculty's secondary school outreach program. Salary range is commensuate with qualifications and experience. The closing date for applications is 01 May 2008. This appointment is subject to the availability of funds.Send curriculum vitae and arrange for three letters of reference to be sent directly to Ian VanderBurgh, Director, Centre for Education in Mathematics and Computing, Faculty of Mathematics; University of Waterloo; Waterloo, ON, N2L 3G1. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities, however, Canadian Citizens and Permanent Residents will be given priority.

■ **MATHEMATICS — The Royal Military College, Saint-Jean.** The Royal Military College, Saint-Jean (CMR Saint-Jean) invites applications for tenure track positions at the assistant professor level or, exceptionally, at a level appropriate with the candidate's experience. CMR Saint-Jean, a college-level institution was established in January 2008. Its mandate is to prepare High-School students (mainly those from Quebec) to entry at the Royal Military College of Canada in Kingston, ON. Its study programs are equivalent to those offered in Quebec CÉGEPs in Science and the Humanities. In addition, CMR Saint-Jean is responsible for the leadership training of non-commissioned Canadian Forces members and participates in the teaching and development of distance education courses for the Royal Military College of Canada. Its mandate also includes on-demand management training. The required qualifications are a PhD (or equivalent) with a concentration in Mathematics or in a related field, acceptable teaching experience at the undergraduate level and a strong or promising record of publications. An appointment at the Lecturer level may be considered for outstanding candidates who are in the final stages of a PhD programme which will be completed before the appointment date. The successful candidate(s) should be prepared to teach at the college level but may also teach at the undergraduate and graduate level and supervise graduate students and must conduct active research programs and publish the results of this research. The candidate(s) is also expected to make significant contributions to any of the components of the mission of CMR Saint-Jean. This is a bilingual position, which requires an ability to read, comprehend and communicate orally in both official languages (linguistic profile: PPP/PPP). Should no candidate meet these requirements, a pool shall be established to staff similar positions with various linguistic requirements. These positions will be filled at a rank and salary level appropriate to background qualifications and experience of the successful applicant. The salary range for an Assistant Professor is $46,283 to $84,515 and the ceiling for Associate Professor and Professor are $101,814 and $121,821 respectively, plus an annual terminable allowance of $3,300. The starting salary will be commensurate with experience and qualifications. The appointment will be subject to a probationary period of three years. Interested candidates should forward their curriculum vitae, evidence of teaching ability, a summary of research interests, sample publications and names of three references to: Ms. Doris Meade, Civilian Human Resources Office (Kingston), Canadian Forces Base Kingston, PO Box 17000, Stn 'Forces', Kingston, ON, K7K 7B4, Phone: (613) 541-5010 ext 2218, Fax (613) 541-4496; Email: Meade.DM@forces.gc.ca. The expected starting date for the position(s) is Summer 2008. The closing date for applications is 30 April 2008. The Royal Military College, Saint Jean is a coeducational and bilingual institution, and this position is offered equally to women and men. In accordance with the Public Service Employment Act, preference will be given to Canadian citizens. Candidates with foreign educational credentials are requified to provide proof of Canadian equivalency. You may consult the Canadian Information Centre for International Credentials at http://www.cmec.ca/cicic/ for further information.

■ **MATHEMATICS — Saint Mary's University.** The Department of Mathematics and Computing Science at Saint Mary's University invites applications for a tenure-track position in Mathematics at the rank of Assistant Professor, to begin July 1, 2008. We are especially interested in candidates with research expertise in Analysis, but we may also consider strong applicants in other areas. Candidates should have (or should be about to attain) a PhD in Mathematics; and must both demonstrate an ability to pursue innovative research and have a strong commitment to teaching. The successful candidate will be expected to teach a variety of courses, primarily at the undergraduate level, but there is also the opportunity to participate in supervision of graduate students in a graduate program in applied science with a co-op option. Candidates are asked to provide a CV, summary of teaching experience, description of a proposed research program, and other relevant documentation, including the names and addresses of at least three references to: Search Committee for Mathematics Positions, Department of Mathematics and Computing Science, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3; Fax: (902) 420-5035; E-mail: mathes.

CAPE BRETON UNIVERSITY

Established more than thirty years ago, Cape Breton University (CBU) was Canada's first university college. Today the university has become Cape Breton's higher learning centrepiece and home to a rich Celtic, Mi'kmaq, and Acadian culture. Cape Breton University's vision is to be one of Canada's best undergraduate universities, understood and respected for its uniqueness, sense of purpose, creativity in learning, and the capabilities of its learners and the quality of its educational, training and discovery models. These put learners first in a community-based educational environment that identifies and celebrates humanistic values while embracing creativity and innovation for the common good. It supports more than 3300 full time and part-time students.

VICE-PRESIDENT (ACADEMIC & RESEARCH)

The position of Vice-President (Academic and Research) (VPA) is a developing role and a relatively new position in the University. The VPA provides senior academic leadership to the institution and is the key position that promotes the highest academic standards of excellence for teaching and research. Candidates should have a Ph.D, a strong research and publication record and appropriate administrative experience.

The normal term for the position is 5 years and short listing of candidates will begin May 1, 2008, but applications will be accepted until a suitable candidate is found.

Candidates are requested to send their application accompanied by a curriculum vitae to John Harker, President, Cape Breton University, P.O. Box 5300, 1250 Grand Lake Road, Sydney, NS, B1P 6L2.

Details related to the position of VPA can be obtained on the university website at www.cbu.ca.

Cape Breton University is an equal opportunities/affirmative action employer. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

Cape Breton University
P.O. Box 5300, 1250 Grand Lake Road
Sydney, NS B1P 6L2
Website: **www.cbu.ca**

Human Resources Department
(902)563-1158 tel.
(902)563-1458 fax
email: humanresources@ns.atlantzinc.ca

www.cbu.ca

香港大學 THE UNIVERSITY OF HONG KONG

Founded in 1911, The University of Hong Kong is committed to the highest international standards of excellence in teaching and research, and has been at the international forefront of academic scholarship for many years. Of a number of recent indicators of the University's performance, one is its ranking at 18 among the top 200 universities in the world by the UK's *Times Higher Education Supplement*. The University has a comprehensive range of study programmes and research disciplines, with 20,000 undergraduate and postgraduate students from 50 countries, and a complement of 1,200 academic members of staff, many of whom are internationally renowned.

Associate Professor / Assistant Professor (3 posts) in the Department of Civil Engineering

Applications are invited for appointments as Associate Professor / Assistant Professor in the Department of Civil Engineering, from September 1, 2008 or as soon as possible thereafter, on a three-year fixed-term basis, with consideration for tenure after satisfactory completion of a second three-year fixed-term contract.

1. **Associate Professor / Assistant Professor in Environmental Engineering (Ref.: RF-2007/2008-553)**
2. **Associate Professor / Assistant Professor in Geotechnical Engineering (2 posts) (Ref.: RF-2007/2008-554)**

The Department of Civil Engineering is one of the five engineering departments in the Faculty of Engineering. The Department has enjoyed a good reputation as a leading world-class institution for research and teaching in civil engineering, and nurtured high-calibre leaders for the community as well as the civil engineering profession. The Department is active in research in water and environmental engineering, structural engineering, geotechnical engineering, construction management and transportation engineering. Further information about the Department can be obtained at http://www.hku.hk/civil/.

Applicants should possess a Ph.D. degree in Civil Engineering or a related field, with practical experience in the industry and a strong background in teaching and research. The appointee will be expected to teach undergraduate and postgraduate courses and be strongly committed to research. He/She will also be expected to interact closely with other members in the Department.

For post 1: Applicants should have a strong background in the area of environmental hydraulics or related field. Expertise in advanced experimental methods and/or computational modeling would be an advantage.

For posts 2: Applicants should have a strong background in the area of geotechnical engineering or foundation engineering. Experience in remote field monitoring, instrumentation or numerical modeling would be an advantage.

Applicants should indicate clearly which field (preferably with reference number) they wish to be considered for.

Annual salaries will be in the following ranges (subject to review from time to time at the entire discretion of the University):

Associate Professor:	HK$622,740 - 963,060	(approximately US$1 = HK$7.8)
Assistant Professor:	HK$474,600 - 733,440	

The appointments will attract a contract-end gratuity and University contribution to a retirement benefits scheme, totalling up to 15% of basic salary. At current rates, salaries tax does not exceed 16% of gross income. The appointments carry leave, and medical/dental benefits. Housing benefits will be provided as applicable.

Further particulars and application forms (272/302 amended) can be obtained at https://www.hku.hk/apptunit/; or from the Appointments Unit (Senior), Human Resource Section, Registry, The University of Hong Kong, Hong Kong (fax: (852) 2540 6735 or 2559 2058; e-mail: senrappt@hkucc.hku.hk). **Closes May 31, 2008. Candidates who are not contacted within 4 months from the closing date may consider their applications unsuccessful.**

The University is an equal opportunity employer and is committed to a No-Smoking Policy

CAREERS CARRIÈRES

search@smu.ca. The processing of applications will begin immediately. To insure full consideration, they should be received by April 30, 2008. Although candidates of all nationalities are encouraged to apply, priority will be given to Canadian citizens and permanent residents. Saint Mary's University is committed to principles of employment equity. Rank and salary will be commensurate with experience and qualifications as outlined in the Saint Mary's University Collective Agreement.

■ **MATHÉMATIQUES — Le Collège militaire royal de Saint-Jean.** Le Collège militaire royal de Saint-Jean cherche à combler un poste menant à la permanence comme professeur adjoint ou, dans un cas exceptionnel, à un rang approprié selon le niveau d'expérience du candidat retenu. Le Collège militaire royal de Saint-Jean (CMR Saint-Jean) est une institution du niveau collégial québécois créée en janvier 2008. Il a pour mandat de préparer les étudiants du secondaire (en particulier ceux du Québec) à l'entrée au Collège militaire royal du Canada à Kingston. Il offre des programmes équivalents aux programmes collégiaux québécois de sciences de la nature et de sciences humaines. Il a aussi la responsabilité de la formation en leadership des membres du rang et de l'enseignement de certains cours à distance du Collège militaire royal du Canada. Il offre également de la formation sur mesure en gestion. Les qualifications requises sont un doctorat (ou son équivalent) avec une concentration en mathématiques ou dans un domaine connexe, une expérience acceptable d'enseignement au premier cycle universitaire et un dossier de publication fort ou prometteur. Une nomination au niveau de chargé de cours sera considérée pour les candidats supérieurs qui terminent les dernières étapes de leur programme de doctorat et qui auront complété leur doctorat avant la date d'entrée en fonction. La personne choisie devra être prête à enseigner au niveau collégial. On peut aussi lui demander d'enseigner au niveau universitaire (premier ou deuxième cycle) et de superviser des étudiants de deuxième cycle. On s'attend aussi à ce qu'elle poursuive activement un programme de recherche dans son domaine de spécialisation et qu'elle diffuse les résultats de ces recherches. On s'attend aussi à ce qu'elle fasse éventuellement des contributions importantes à n'importe quelle des composantes de la mission du CMR Saint-Jean. Ce poste est bilingue et requiert l'habilité de lire, comprendre et de communiquer oralement dans les deux langues officielles (profil linguistique PPP/PPP). Si aucun des candidats ne rencontre les pré-requis pour ce poste, un bassin sera établit pour combler des postes semblables dont le profil et les exigences linguistiques peuvent varier. Les positions seront comblées à un rang et niveau de salaire approprié aux qualifications et à l'expérience du candidat choisi. L'échelle salariale pour le rang de professeur adjoint est de 46 283 $ à 84 515 $ et la maximum pour les rangs de professeur agrégé et professeur titulaire sont de 101 814 $ et 121 821 $, plus une indemnité provisoire de 3 300 $. Le salaire de départ accordé dépendra de l'expérience et des qualifications du candidat. La personne sélectionnée aura une période probatoire de 36 mois. Les candidats intéressés doivent faire parvenir leur curriculum vitae, la preuve de leur capacité d'enseigner, un sommaire des intérêts de recherche, quelques exemples de publications et les coordonnées de trois références, à: Mme Doris Meade, Ressources humaines civiles (Kingston), Base des forces canadiennes Kingston, CP 17000, Succursale Forces, Kingston, (ON), K7K 7B4; Tél: (613) 541-5010, poste 2218; Fax: (613) 541-4496; Courrier électronique: Meade.DM@forces.gc.ca. La date prévue d'entrée en fonction est l'été 2008. La date prévue limite d'acceptation des candidatures est fixée au 30 avril 2008. Le Collège militaire royal de Saint-Jean est une institution mixte et bilingue et ce poste est offert également aux femmes et aux hommes. Selon la Loi sur l'emploi dans la fonction publique, la prétérence sera accordée aux citoyennes et citoyens du Canada. Des personnes qui ont obtenu un diplôme à l'étranger doivent prouver qu'il est équivalent aux diplômes canadiens. Pour de plus amples renseignements à ce sujet, veuillez consulter le Centre d'information canadien sur les diplômes internationaux à l'adresse suivant: http://www.cmec.ca/cicic/.

■ **MECHANICAL & MECHATRONICS ENGINEERING — University of Waterloo.** The Department of Mechanical and Mechatronics Engineering at the University of Waterloo invites applications from outstanding individuals for a tenure-track position in Mechatronics Engineering at the assistant, associate, or full professor rank. Duties will include teaching of undergraduate and graduate courses in a Cooperative Education Program, supervising graduate and undergraduate student research, and undertaking an active research program including external funding. We seek an individual with a strong background in autonomous systems, mobile robotics, modeling and design of electro-mechanical systems, intelligent manufacturing and control, intelligent vehicle systems, MEMS, or related areas. The ability to develop synergies with existing research activities within the department and the university, and work well in a multi-disciplinary environment will be an asset. Applicants must hold a PhD in Mechanical Engineering or a related discipline and have relevant experience, potential or proven ability for excellence in teaching, and excellent communication skills. Information about the Faculty and Department can be found at www.eng.uwaterloo.ca and at www.mme.uwaterloo.ca. Interested applicants should send their full curriculum vitae, a concise vision statement, and the names of three references to: Dr. Pearl Sullivan, Chair, Department of Mechanical and Mechatronics Engineering, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1; Fax (519) 888-4351; Email: mechair@mecheng1.uwaterloo.ca Applications will be accepted until suitable candidates are found. Eligibility for registration as a Professional Engineer is a requirement. The successful applicant is expected to have an engineering license for practice in Canada or to apply for an engineering license with the Professional Engineers of Ontario within three years. The salary will be commensurate with qualifications and experience. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities. All qualified candidates are encouraged to apply; however Canadians and permanent residents will be given priority.

■ **MECHANICAL ENGINEERING & AERONAUTICAL ENGINEERING — Royal Military College of Canada.** The Mechanical Engineering Department of the Royal Military College of Canada invites applications for two tenure-track positions associated with the new Aeronautical Engineering programme and a third position associated with the existing Mechanical Engineering programme. They are at the level of Assistant Professor, although appointment at the Associate Professor level may be considered for an outstanding candidate who would help lead the development of the Aeronautical Engineering Program at the Royal Military College. The required qualifications are a PhD or its equivalent in Aeronautical or Mechanical Engineering as applicable from a recognized university at the time of appointment, acceptable undergraduate and postgraduate teaching experience in Aeronautical or Mechanical Engineering or an acceptable combination of teaching experience and industrial experience in Aeronautical or Mechanical Engineering. Acceptable experence conducting research with a strong or promising record of publications is also required. The Aeronautical Engineering positions are suited to candidates who will add strength to the department in the field(s) of Aircraft Performance, Aircraft Propulsion, Aerodynamics, Fluid-Structure Interaction, Flight Mechanics and Controls or Design of Aircraft Structures and Systems. Similarly, the Department is seeking expertise in Stress Analysis or Design/Manufacturing for its Mechanical Engineering programme. Successful candidates will conduct active research preferably in Aeronautical Engineering, attract research funding and are required to be Professional Engineers registered in a Canadian province or territory, or must be eligible for registration as Professional Engineers in Canada. These are bilingual post tions, which require an ability to read, comprehend and communicate orally in both official languages (linguistic profile: PPP/PPP). Should no candidate meet these requirements, a pool shall be established to staff similar positions with various linguistic requirements. The salary range is $46,283 to $84,515 per annum for an Assistant Professor and from $63,583 to $101,814 per annum for an Associate Professor, plus an annual Terminable Allowance of $3,300 for 2007/2008. Starting salary will be in accordance with experience and qualifications. All appointments will be subject to a probationary period of 36 months. Interested candidates should forward their curriculum vitae, including a summary of research interests, sample publications and the names and contact details of three references, to: Ms. Cheryl Hogan, Civilian Human Resources Service Centre, Canadian Forces Base Kingston, PO Box 17000, Station Forces, Kingston, ON, K7K 7B4; Phone: (613) 541-5010, extension 5037; Fax: (613) 541-4496; Email: Hogan.cl@forces.gc.ca. The expected starting date for all positions is 4 August 2008. The closing date for applications is 30 April 2008. In accordance with the Public Service Employment Act, preference must be given to Canadian citizens. Candidates must also undergo a security clearance and successfully obtain a Reliability level. Candidates with foreign educational credentials are required to provide proof of Canadian equivalency. You may consult the Canadian Information Centre for International Credentials at http://www.cmec.ca/cicic/ for further information. Candidates should note that the Royal Military College does enrol civilian graduate students at both the Masters and PhD levels, and that both civilian students and faculty members have full access to funding to support studies and research, including NSERC funding. The Royal Military College of Canada is a coeducational and bilingual institution, inviting equal opportunities for employment to all.

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■ **NANOTECHNOLOGY ENGINEERING — University of Waterloo.** In 2005, the University of Waterloo launched the first undergraduate nanotechnology engineering program in Canada. We are now well on our way to becoming Canada's leading centre for nanotechnology teaching and research. Waterloo is establishing a nanotechnology institute. Our new nanotechnology institute will co-ordinate the research activities of nearly 35 faculty members and facilitate the offering of a multidisciplinary graduate program. Three departments in two faculties are currently collaborating in this initiative. Chemical Engineering, Electrical and Computer Engineering, and Chemistry. In addition, a number of other departments have developed considerable strength in nanotechnology research, notably Mechanical and Mechatronics Engineering. Research efforts have been aided by a major CFI infrastructure grant contributing to a total value of $50 million. The nanotechnology institute will share a new $120 million, 250,000-square-foot laboratory with the Institute for Quantum Computing at Waterloo. We have received gifts which have enabled us to create three endowed chairs as well as a large endowment for graduate fellowships. There is also a Tier 1 Canada Research Chair in nanotechnology yet to be allocated. Scientific Director: We are seeking a top-ranked researcher in any aspect of nanotechnology to provide overall scientific leadership and direction of our new institute. Applicants should have qualifications consistent with an appointment as a tenured full professor in one or more relevant departments. The scientific director will be offered an endowed chair. Research Chairs. We invite applications from outstanding researchers in any area of nanotechnology with qualifications consistent with an appointment as a tenured full professor in any department in the Faculty of Engineering for a Tier I Canada Research Chair and two endowed chairs. Other faculty positions in nanotechnology. There are approximately 10 nanotechnology-related faculty positions at all levels in Chemical Engineering, Electrical and Computer Engineering, and Chemistry yet to be filled. We invite applications from interested candidates at all levels. For more information on these opportunities, please contact: Dr. Adel Sedra, Dean of Engineering.E-Mail: sedra@uwaterloo.ca.Website: www.engineering.uwaterloo.ca. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities. All qualified applicants are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

■ **NURSING — University of Western Ontario.** The Faculty of Health Sciences, School of Nursing at The University of Western Ontario invites applications for 2 full-time faculty positions, a. One full-time limited-term lecturer position of up to five years. In this position, the successful candidate will primarily support the continuing evolution and delivery of the BScN Compressed Time-Frame Program that has been operational since September 2005. This 19-month program is available to full-time students who have either completed a baccalaureate/bachelors degree, or the majority of courses within the degree. The candidate may also be required to offer courses in the collaborative and post-RN BScN programs depending on cumculum needs. The successful candidate will be responsible for classroom and clinical teaching, scholarly activity, and service. This position requires a minimum of an MScN degree, a strong understanding of the principles of adult education, a learner-centered philosophy of teaching and learning, and recent nursing practice and teaching experience. Knowledge and expertise with distributed learning would be an assel. Applicants must be eligible lor a certificate of registration with the College of Nurses of Ontario. Please quote Number HS 095 on all correspondence. b. One full-time limited term lecturer position of up to five years. In this position, the successful candidate will primarily support the delivery of the Collaborative and Post-RN BScN programs. The candidate may also be required to offer courses in the Compressed Time-Frama program depending on curriculum needs. The successful candidate will be responsible lor classroom and clinical teaching, scholarly activity, and service. The candidate for this position requires a minimum ot an MScN degree, a strong understanding of the principles of adult education, a learner-centered philosophy of teaching and learning, recent nursing practice and teaching experience, and knowledge and expertise with distributed learning. All applicants must be eligible lor a certificate of registration with the College of Nurses of Ontario. Please quote Number HS 096 on all correspondence. The School of Nursing is one ot 5 schools in the research-oriented Faculty of Health Sciences whose mission is to provide the best student experience in one ot Canada's leading research intensive universities. University-wide programs to enhance teaching are offered regularly. Educational and research programs are supported by excellent relationships with health care and community agencies. The effective date of appointments is July 1, 2008 Interested applicants should send a curnculum vitae, documents supporting qualifications, and the names, addresses, and contact numbers ot three referees to: Dr. Mary-Anne Andrusyszyn, Acting Director, School of Nursing, Faculty of Health Sciences, Room H125, Health Sciences Addition, The Uni-

RENISON COLLEGE AT UNIVERSITY OF WATERLOO

ASSISTANT PROFESSOR IN PSYCHOLOGY SOCIAL DEVELOPMENT STUDIES

The Social Development Studies program at Renison College invites applications for a tenure track appointment in Psychology at the assistant professor level. Candidates should have a Ph.D in psychology, as well as demonstrated excellence in teaching and research. Preference will be given to candidates in social psychology or community psychology with a research interest in interpersonal relations, intergroup relations, leadership, community engagement, or diversity.

Social Development Studies is one of the largest undergraduate programs in the Faculty of Arts at the University of Waterloo. It comprises courses in Psychology, Sociology, Social Work and Interdisciplinary Social Science. Through an innovative interdisciplinary program, Social Development Studies prepares students to apply different perspectives to contemporary social issues and to impact individuals, families, and communities locally, nationally, and globally. Scholars interested in an interdisciplinary research approach will find the academic setting at the College most stimulating.

Interested candidates should send a covering letter, curriculum vitae, sample of scholarly writings, and evidence of teaching effectiveness and should arrange to have three letters of reference sent directly to:

Dr. Hsiao d'Ailly, Chair
Social Development Studies, Renison College at University of Waterloo
240 Westmount Road North, Waterloo, Ontario, N2L 3G4
Email:hdailly@renison.uwaterloo.ca

Renison College at the University of Waterloo is committed to excellence in teaching and research. Faculty members at Renison are direct employees of the College but participate in the University of Waterloo pension and benefits plans. Review of applications will begin on April 18, 2008, and continue until the position is filled. The College intends to fill this position as early as 1 July 2008, subject to budgetary approval.

In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. Renison College is committed to equity in employment and encourages applications from all qualified persons.

University of Waterloo

BUILDING A TALENT TRUST

University of Victoria | Department of History in Art

ENDOWED CHAIR
in Modern and Contemporary Arts of the Pacific Northwest

The Department of History in Art at the University of Victoria invites applications from specialists in Indigenous **and** non-Indigenous arts of the Pacific Northwest, for a tenure-track/tenured position commencing July 1, 2008. A Ph.D. is required for this appointment, which will be made at an open rank from Assistant to Full Professor; salary will be based on rank, experience and qualifications. The position will be known as the "Legacy Chair in Modern and Contemporary Arts of the Pacific Northwest".

The Legacy Chair will be expected to advance the university's goals of excellence in teaching and research, with special attention to engagement of the broader community, and the provision of experiential learning opportunities for students. The position includes resources to build a research team of students at all levels.

Applicants for the position should provide:
1) a statement of their teaching interests, pedagogical strategies and vision for the training and development of students, as well as a sample course outline for an upper-level course within the area of the position;
2) a vision statement for researching the art holdings of the University of Victoria over a period of time, since it is crucial that the individual chosen for this position be prepared to catalogue the Michael Collard Williams' collection, as well as research and curate exhibitions of significant works of Pacific Northwest Coast art held at the University, both for an academic audience and the general public. Exhibitions might focus exclusively on the objects within the Williams' collection, or highlight a selection of works, perhaps in partnerships with other fine arts institutions at a national or international level;
3) a proposal for the development of community/university research projects, in conjunction with local and regional communities, to build on the Department's previous record in this area;
4) a statement of how the applicant would promote community engagement through the collection;
S) contact information for 3 referees (only short-listed candidates will be asked for their letters)

For further information on the position, contact the Chair, as given below. Details of the art holdings are available at: http://www.maltwood.uvic.ca

Letters of application, curriculum vitae, and the items listed above should be sent before **April 15, 2008**, to:

Dr. Catherine Harding, Department of History in Art, University of Victoria, Fine Arts Complex, P.O. Box 1700, STN CSC, Victoria, B.C., V8W 2Y2. Tel: 1-250-721-7940, E-mail: charding@finearts.uvic.ca

The University of Victoria is an equlty employer and encourages applications from women, persons with disabilities, visible minorities, Aboriginal Peoples, people of all sexual orientations and genders, and other who may contribute to the further diversification of the University.

More information about the Department of History in Art can be found at: http://www.finearts.uvic.ca/historyinart/

All quolified appliconts ore encouroged to opply; however, in occordonce with Conodion Immigrotion requirements, Conodions ond permonent residents will be given priority.

CAREERS CARRIÈRES

SFU SIMON FRASER UNIVERSITY
THINKING OF THE WORLD

RESEARCH CHAIRS IN HEALTH SCIENCES

SFU is located in metropolitan Vancouver, one of the world's most livable urban areas. SFU has over 25,000 students and 90,000 alumni, more than 700 tenure-track faculty and campuses in Burnaby, Vancouver and Surrey. SFU aims to be the most research-intensive comprehensive university in Canada. In the 2007 Maclean's ranking of Canadian Universities, SFU ranked in the top six of all universities in number of faculty awards, and average size of grants per faculty member (Maclean's Nov. 19, 2007:81).

The Faculty of Health Sciences (FHS) was launched in 2004 and represents a major commitment by SFU to expanding research and education in the health sciences. FHS is Canada's largest and only independent Faculty of Health Sciences with a focus on population and public health sciences. Forty new tenure track faculty positions were allocated to support the development of academic programs. To help build research excellence in FHS, applications are invited for the five Research Chairs described below (subject to final Senate and budgetary approval).

Applications for Endowed Chairs will be considered at either the Professor or Associate Professor level and resourced accordingly (consistent with Tier 1 and Tier 2 Canada Research Chairs). All Chairs are continuing tenured or tenure track positions at SFU. All Endowed Chairs have been developed in partnership with leading health care organizations in British Columbia and successful candidates will be supported by the research infrastructure in these organizations. Salaries and research support for these Chairs are very generous and competitive with research chairs at an international level.

Successful candidates will join a dynamic and expanding group of approximately 45 faculty who are developing collaborative, interdisciplinary research and educational programs in environmental and occupational health, global health, infectious diseases, chronic diseases, mental health and addictions, social inequities and health disparities, and public health practice (http://www.fhs.sfu.ca/People-in-FHS/faculty-members). The vision of FHS is to integrate social and natural science scholarship with population outcomes, societal application, and policy analysis to improve population and public health at local to global levels. This integration combines a broad spectrum of research approaches, methods of inquiry, and levels of analysis. The Faculty is committed to social justice, and aims to improve public health and reduce health inequalities locally, nationally and globally. We value equity and are striving to develop a faculty that has a gender balance and that reflects the cultural and ethnic diversity of the communities we serve.

Blusson Hall, the new $58 million home of FHS, will open in the summer of 2008. It will contain both wet and dry laboratories, including the provision of space for the planned development of a BCL-3/P3 bio-containment facility, in a building designed to integrate natural and social science practices. A data warehouse is being developed within FHS to increase access to administrative health data for the research community.

We seek colleagues with demonstrated records of creative and visionary thinking, research excellence, and leadership. The Chairs will be accomplished communicators and able to work with and bring together diverse academic and health service groups to create research innovation and changes in health practice. The Chairs will be mentors to practitioners, scholars and students.

Simon Fraser University welcomes diversity in the workplace, and encourages applications from all qualified women and men, including visible minorities, Aboriginal peoples, and persons with disabilities. All qualified applicants are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. Positions are subject to final budgetary approval. The positions are 12-month continuing appointments. Salary is not grant dependent and will be offered on a basis commensurate with qualifications and experience. Anyone wishing further information on any of these positions is invited to contact in confidence Dr. John O'Neil, Dean, Faculty of Health Sciences, joneil@sfu.ca, (778.782.5361).

Under the authority of the University Act personal information that is required by the University for Academic Appointment competitions will be collected. For more information, please visit: www.sfu.ca/webmaster/PrivacyPolicy.html.

Applications for all positions will be considered starting **May 31, 2008,** but applications will be accepted until the positions are filled. Candidates are required to have a PhD or equivalent qualification. Please send a full C.V., a descriptive statement on research plans and past teaching activities, and the names of **six referees** to: fhs_recruit@sfu.ca

CANADA RESEARCH CHAIR IN GLOBAL HEALTH (TIER 1)

FHS was founded with global health as a signature program. The Faculty has recruited a strong group of core faculty in this area over the last several years and seeks now to recruit an outstanding researcher who will provide leadership to this important program. Global health is broadly considered to include health systems development in LMICs, prevention and provision of care for infectious and chronic disease and mental health and addictions, global perspectives on environmental and occupational health including climate change, and global policy research related to the impact of globalization and foreign policy on the health of vulnerable populations including women and children. The Faculty is interested in applicants from a broad variety of disciplinary backgrounds including epidemiology, social sciences, health care management and policy sciences, and natural sciences. Applicants must have an active and well-funded global health research program that can eventually be transferred to SFU. Geographic areas of interest to FHS are broad but applicants with established research programs in Asia (India/Mongolia), sub-Saharan Africa (Uganda/Zambia), and/or Latin America (Mexico/Bolivia/Guatemala) will receive particular attention.

MILAN AND MAUREEN ILICH\MERCK FROSST CHAIR IN STATISTICS & INFORMATION SCIENCES FOR ARTHRITIS AND MUSCULOSKELETAL DISEASES

The Chair was established by three founding partners: the Arthritis Research Centre of Canada (ARC), Merck Frosst Canada Ltd., and the Faculty of Health Sciences at Simon Fraser University (SFU). The Chair-holder will hold a tenure or tenure-track appointment in the Faculty of Health Sciences of SFU and will be appointed as a Senior Research Scientist at ARC. The Arthritis Research Centre is an independent research facility affiliated with SFU and UBC. It has a full-time faculty of nine and more than 40 employees working in the areas of rheumatology, orthopedics, physical medicine, occupational therapy, epidemiology and health economics. In addition to ARC, the Faculty of Health Sciences has developed affiliations with health care agencies and research institutes in BC responsible for children's and women's health, environmental and occupational disease prevention, chronic and infectious disease prevention and care, and the delivery of public health programs. The successful applicant to this Chair will have the opportunity to develop linkages to clinicians and researchers in all of these areas in addition to working with scientists at the ARC.

CHAIR IN HEALTH DISPARITIES IN CANCER

Simon Fraser University (SFU) and the BC Cancer Agency (BCCA) have identified disparities in cancer as an important area for research development and have formed a partnership to co-fund a Chair in Health Disparities in Cancer. The research program will be developed in conjunction with the Sociobehavioural Research Centre at the BCCA. The intent with this position is to study the impact of disparities in cancer and to develop research findings that will influence public health and health care policy, practices, programs and interventions. The Chair will lead the development of data systems to monitor disparities in cancer. Along with the BCCA and the province's health authorities, the work of the Chair will be influential in shaping public policies aimed at reducing disparities in cancer incidence and mortality and enhancing clinical management and treatment of cancer patients.

PFIZER/HEART AND STROKE FOUNDATION BC & YUKON CHAIR IN CARDIOVASCULAR PREVENTION RESEARCH AT ST. PAUL'S HOSPITAL

The Chair was established in 2007 by four founding partners: St. Paul's Hospital Foundation (SPHF) on behalf of Providence Health Care and the Providence Heart + Lung Institute at St. Paul's Hospital, Pfizer Canada Inc., the Heart and Stroke Foundation BC & Yukon, and the Faculty of Health Sciences at Simon Fraser University (SFU). The Chair-holder will hold a full time tenure appointment in the Faculty of Health Sciences of SFU and will be based at St. Paul's Hospital. The Chair will support the development of one of the world's leading centres in the prevention and treatment of cardiovascular diseases. Research will be focused on the breadth of cardiovascular disease prevention and include such activity areas as:

- Research into critical health policy and interventions related to cardiovascular disease prevention and control particularly at the population level
- Cardiovascular disease epidemiology and database development particularly as it pertains to increasing research infrastructure and capacity in BC and beyond
- Health system outcomes with respect to cardiovascular disease and translational research for best practices, risk factor control, and economic and social analysis.
- Research on the global aspects of cardiovascular diseases particularly targeting low and middle income countries (e.g., low cost technologies for low income settings).

CHAIR IN HIV/AIDS RESEARCH

The Faculty of Health Sciences at SFU and the BC Centre of Excellence in HIV/AIDS at St. Paul's Hospital have formed a partnership to recruit a world class leader in HIV/AIDS research. SFU has established infectious disease as a primary focus for graduate training and research. FHS has recruited a significant group of faculty including virologists, immunologists, epidemiologists, behavioural and social scientists and global policy researchers. The Chair holder will be situated at the BC Centre of Excellence and will be expected to contribute to and expand the international excellence of the Centre. Although applicants with research interests in local issues are encouraged to apply, we are particularly interested in applicants with established global research programs in HIV/AIDS research.

CAREERS CARRIÈRES

versity of Western Ontario, London, Ontario, N6A 5C1; http://www.uwo.ca/fhs/nursing. The deadline for receipt of applications is May 7, 2008. Positions are subject to budget approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply; however, Canadian and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

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■ **OBSTETRICS & GYNECOLOGY — McGill University.** The Department of Obstetrics and Gynecology at McGill University wishes to recruit a Board Certified Reproductive Endocrinologist to join its faculty at the Assistant Professor level. The Department is at the forefront of research in reproductive medicine and is a world leader in In-vitro maturation of oocytes (IVM) and vitrification of oocytes. Clinical skills ideally include a minimum of three years' experience in assisted reproductive technologies, reproductive surgery and gynecologic endocrinology, including menopause. Experience in IVM and fertility preservation protocols and techniques would be an asset. The candidate should have a proven track record in basic or clinical research. In accordance with Canadian immigration requirements, this position is offered in the first instance to Canadian citizens and permanent residents of Canada. McGill University is committed to equity in employment. Those interested should submit a letter describing their clinical experience, research interests, a curriculum vitae and the names of three references to: Dr. Seang Lin Tan, James Edmund Dodds Professor and Chairman Department of Obstetrics and Gynecology, McGill University Royal Victoria Hospital, 687 Pine Avenue West Montreal, Quebec, Canada, H3A 1A1; Fax: (514) 843-1678, E-mail: seanglin.tan@muhc.mcgill.ca. Closing date for applicants: May 1, 2008.

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■ **PHILOSOPHY — Saint Mary's University.** The Department of Philosophy at Saint Mary's University invites applications for a nine-month sessional position at the rank of Assistant Professor commencing September 1, 2008. Departmental teaching needs include: Critical Thinking, Introduction to Philosophy, Ethics, Metaphysics, the Empiricists, Political Philosophy, and Nineteenth-Century Existentialism. The successful candidate will hold a PhD or enjoy ABD status with the dissertation near completion. Applicants must show a record of teaching effectiveness, and provide evidence of an active research program in at least one of the areas listed above. Saint Mary's University is uniquely committed to serving the local, regional, national, and international communities, and to integrating such activity as part of the learning environment for undergraduate and graduate students. Applicants should submit curriculum vitae, graduate school transcripts, teaching dossier, writing sample, and contact information for three referees to Dr. John E. MacKinnon, Chair, Department of Philosophy, Saint Mary's University, Halifax, NS, Canada, B3H 3C3. The closing date for applications is April 15, 2008. Although candidates of all nationalities are encouraged to apply, priority will be given to qualified Canadian citizens and permanent residents. Saint Mary's University is committed to principles of employment equity. Salary will be commensurate with experience and qualifications as outlined in the Saint Mary's University Collective Agreement.

■ **PHYSICAL THERAPY — University of Alberta.** Applications are invited for a tenure track position in the Department of Physical Therapy at the University of Alberta. As a Department in the Faculty of Rehabilitation Medicine, Physical Therapy offers an innovative course based MScPT program that integrates strong clinical and evidence based practice skills. The Department also participates fully in the interdisciplinary MSc and PhD programs in Rehabilitation Science. The Department currently consists of sixteen full-time faculty members. Within the Faculty there are interdisciplinary research groups focused on common spinal disorders, movement disorders and rehabilitation, child development and aging. Opportunities for research collaboration are also available on campus with the Alberta Centre on Aging, the University Centre for Neuroscience, the Institute of Health Economics, the Alberta Heart Institute, the Alberta Provincial CIHR Training Program in Bone and Joint Health, the Centre for Health Promotion Studies, the Community University Partnership for the Study of Children Youth and Families and the Health Care Quality Outcomes Research Centre. Close working relationships also exist with the Glenrose Rehabilitation Hospital and other community-based physical therapy programs. Qualified candidates will possess a doctoral degree in health sciences, social sciences or related disciplines; have a strong research background and the potential to establish an independent research program. A background in physical therapy is preferred. Evidence of successful grant applications will be advantageous. Responsibilities will include teaching at the graduate level and maintaining an active research program. For details about the positions or the Department contact Dr. R.G. Haennel (Chair) at Bob.Haennel@ualberta.ca or Tel (780) 492 2889. Website: http://www.uofaweb.ualberta.ca/rehabmed/PhysicalTherapy.cfm. Rank and salary will be commensurate with qualifications at the Assistant Professor level. Interested applicants should send curriculum vitae and a statement of teaching and research interests and the names of three (3) references. Interested applicants may apply to: Dr. M. Ferguson-Pell, Dean, Faculty of Rehabilitation Medicine, 3-48 Corbett Hall, University of Alberta, Edmonton, Alberta, Canada, T6G 2G4; Phone: 780-492 5991; Fax. (780) 492-1626; Email: Martin.ferguson-pell@ualberta.ca. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

■ **PHYSICAL THERAPY — University of Alberta.** Applications are invited for several full time clinical track positions in the Department of Physical Therapy at the University of Alberta. Preference will be given to qualified applicants who have an interest in teaching in one or more of the following areas: neurological, cardio-respiratory or musculoskeletal physical therapy. As a department in the Faculty of Rehabilitation Medicine, Physical Therapy offers an innovative course based MScPT program that integrates strong clinical and evidence based practice skills. The department also participates fully in the interdisciplinary MSc and PhD programs in Rehabilitation Science. The Department currently consists of sixteen full time faculty members. Applicants must be eligible for licensure with the College of Physical Therapists of Alberta and possess a minimum of a Master's degree (PhD or equivalent doctoral degree preferred). These positions will support graduate level teaching and therefore indicators of course development and teaching proficiency are required. The initial appointment is at the Assistant Professor level and salary will be commensurate with experience. These teaching appointments may include an affiliation with a clinical facility. For details about the positions or the Department contact Dr. R.G. Haennel (Chair) at Bob.Haennel@ualberta.ca or Tel (780) 492-2889. Website: http://www.uofaweb.ualberta.ca/rehabmed/PhysicalTherapy.cfm. Applications will be accepted until the positions are filled. The positions are available as soon as suitable candidates are found. Qualified applicants should send their curriculum vitae, a statement of teaching interests and the names of three (3) references. Interested applicants may apply to: Dr. M. Ferguson-Pell, Dean, Faculty of Rehabilitation Medicine, 3-48 Corbett Hall, University of Alberta, Edmonton, Alberta, Canada, T6G 2G4, Phone: 780-492-5991; Fax. (780) 492 1626; Email: Martin.ferguson-pell@ualberta.ca. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. If suitable Canadian citizens or permanent residents cannot be found, other individuals will be considered. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

■ **PSYCHOLOGY — University of Waterloo.** The Department of Psychology at the University of Waterloo invites applications for a tenure-track position at the Assistant to Full Professor level in our Behavioural Neuroscience (BNS) Division and our Collaborative Program in Behavioural and Cognitive Neuroscience. This position is part of an expansion of the Psychology Department spearheaded by the Cognition and BNS Divisions to develop Event Related Potentials (ERP) facilities and expertise. We welcome applicants with a background in all areas of cognitive neuroscience but would prefer individuals with expertise in ERP. Experience in Transcranial Magnetic Stimulation (TMS) would also be a definite asset. Responsibilities will include undergraduate and graduate teaching, supervision of graduate students' research work, and commitment to an ongoing research program. Information about the Behavioural Neuroscience Division, the Collaborative Program in Behavioural and Cognitive Neuroscience and the Psychology Department can be found at: http://www.psychology.uwaterloo.ca. The anticipated starting date for the position is July 1, 2008. Applications will be accepted until April 15, 2008, although this deadline may be extended. Applicants should submit a curriculum vitae, a statement of teaching and research interests, reprints or preprints of recent papers, and arrange to have three letters of reference sent to: Behavioural and Cognitive Neuroscience Search Committee, Department of Psychology, University of Waterloo, 200 University Avenue West, Waterloo, Ontario, Canada, N2L 3G1. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

■ **PSYCHOLOGY (CLINICAL) — University of Waterloo.** The Department of Psychology at the University of Waterloo invites applications for a tenure-track position at the Assistant or Associate Professor level in our CPA and APA accredited Clinical Psychology Training Program. This position reflects an expansion of the Clinical Psychology Program, and the ongoing development of the Centre for Mental Health Research housed in the Department of Psychology. Candidates should have a PhD from an accredited clinical psychology program, an approved internship, and should be registered or eligible for registration with the Ontario

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DALHOUSIE UNIVERSITY
Inspiring Minds

Assistant, Associate, or Professor of Business Communications
School of Business Administration

The School of Business Administration invites applications for a probationary tenure-track, tenure-track, or tenured appointment in Business Communications at the rank of Assistant, Associate, or Professor (dependent upon qualifications and experience) commencing July 1, 2008.

The successful candidate's primary responsibilities will include overseeing the development of an effective Business Communications curriculum and course strategy, teaching Business Communications in the respective area in either the Bachelor of Commerce (Co-op) Program or Master of Business Administration program, coordinating and guiding teaching assistants and/or sessionals hired for assessing and providing feedback on the Bachelor of Commerce (Co-op) work term reports, and contributing to the academic life of the School. Ph.D. (or ABD) and evidence of teaching effectiveness and research potential are required. In addition, a business degree at any level and/or sufficient exposure to all functional areas of business is considered desirable. Those applicants at the associate or professor level must have a proven track record in teaching, publishing and collegiality.

The School of Business Administration is part of the Faculty of Management, which has a unique commitment to values-based management and inter-disciplinary research and learning. Thus, the successful candidate will have opportunities to work with like-minded colleagues in the sister schools of Public Administration, Information Management, and Resource and Environmental Studies within the Faculty.

Information about the Dalhousie School of Business and its programs may be found at http://sba.management.dal.ca.

All qualified candidates are encouraged to apply; however, in accordance with Canadian immigration requirements, Canadian citizens and permanent residents will be given priority. Dalhousie University is an employment equity/affirmative action employer. The University encourages applications from qualified Aboriginal people, persons with a disability, racially visible persons and women.

Applicants should send a c.v., arrange for three letters of reference to be sent directly from the referees, copies of their previous teaching evaluations (if any), and a statement of teaching and research interests to **Ms. Viola Caume (viola.caume@dal.ca), School of Business Administration, Dalhousie University, Kenneth C. Rowe Management building, 6100 University Avenue, Halifax, Nova Scotia, Canada B3H 3J5.** Candidates will be short-listed as soon as possible after May 1, 2008 However, applications will be considered until the position is filled.

UNIVERSITY OF ALBERTA
EDMONTON, ALBERTA, CANADA

www.careers.ualberta.ca

Assistant or Associate Professor in Apparel Design

The Department of Human Ecology at the University of Alberta invites applications for a tenure track position in apparel design, effective July 1, 2008 or as soon thereafter as possible. Hiring will be at the rank of Assistant or Associate Professor, commensurate with qualifications and experience. The preferred candidate must demonstrate an ability to conduct research and teaching related to the sizing, fit and function of clothing with particular emphasis on high performance textiles and apparel. A background in the study of Material Culture will be an asset. Responsibilities will include teaching undergraduate and graduate courses in apparel design and computer-aided design with a focus on functional clothing. The successful candidate will be expected to indicate their ability to develop and maintain a quality research program related to the Department's research strength in high performance textiles and apparel.

Applicants must have a doctorate in textiles and apparel or related field and demonstrated excellence in university teaching. For the higher academic rank, a demonstrated record of distinction in research, funding and teaching is also required.

The Department offers undergraduate and graduate degrees in textiles and clothing and is home to the Protective Clothing and Equipment Research Facility, established for the development of devices and protocols for use in the evaluation of the protective qualities of materials, clothing and equipment. Studios are well-equipped for computer-aided design. The Department also is recognized for its clothing and textiles collection of nearly 17,000 artifacts spanning 250 years of dress and textiles from around the world. For more information please see website at: http://www.hecol.ualberta.ca/

To apply, please submit a cover letter that addresses the requirements of the position and your scholarship focus, curriculum vitae, teaching dossier, sample publication, and the names and contact information for three references. Deadline for receipt of applications is February 29, 2008 and review of applications will commence March 1, 2008, however the competition will remain open until the position is filled. Please submit all materials to the contact below.

Interested applicants may apply to:

Dr. Janet Fast, Chair
Department of Human Ecology
302 Human Ecology Building
University of Alberta
Edmonton, Alberta, Canada T6G 2N1
Phone: (780) 492-5768
Email: janet.fast@ualberta.ca

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

Schulich MEDICINE & DENTISTRY

Western

Schulich School of Medicine & Dentistry | The University of Western Ontario

Endowed Hannah Chair in the History of Medecine

The Schulich School of Medicine & Dentistry at The University of Western Ontario, one of Canada's leading research intensive universities, seeks applicants for the endowed Hannah Chair in the History of Medicine. Applications are invited for a tenure-track appointment at the Associate Professor, or if qualifications and experience warrant, a higher rank. The appointment will be made into the appropriate academic department in the Schulich School of Medicine & Dentistry, with an opportunity for a cross-appointment to the Department of History or other department at The University of Western Ontario, depending on qualification and discipline. Qualified applicants will hold a PhD/MD or equivalent.

The successful applicant will be a scholar in one or more of the disciplines in the History of Medicine. The fundamental objective of the Hannah Chair will be to contribute significantly through teaching and research to the body of scholarship in the History of Medicine, with specific focus on teaching of undergraduate and graduate students, including undergraduate medical students.

An extensive rare book collection and a large catalogued artifact collection, combined with an active group of scholars who span disciplines across the campus, will enable the success of the Hannah Chair. An interdisciplinary Centre for the History of Medicine, housed within the Schulich School of Medicine & Dentistry will be developed to expand collaboration and scholarship. The successful candidate will be expected to be actively involved in the development and operation of the Centre.

With full-time enrollment of about 32,000, The University of Western Ontario graduates students from a full range of academic and professional programs. The university campus is located in London, a city of 250,000, located midway between Toronto and Detroit. With parks, tree-lined streets and bicycle trails, London is known as the "Forest City". London boasts an international airport, art museums, theatre, music and sport related recreational activities expected of a larger centre. (See www.goodmovelondon.com).

Western's Recruitment and Retention Office is available to assist in the transition of successful applicants and their families.

Applications will be reviewed beginning April 1, 2008 until the position is filled. Interested candidates should send a detailed curriculum vitae, a statement of research interests, a writing sample, and the names of three references to: **Dean Carol P. Herbert, Schulich School of Medicine & Dentistry, The University of Western Ontario, Room CSB 3701-A, London, Ontario N6A 5C1**

Positions are subject to budget approval. Applicants should have fluent written and oral communication skills in English; All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applicotrons from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

CAREERS CARRIÈRES

College of Psychologists. Responsibilities will include undergraduate and graduate teaching, supervision of graduate students' clinical and research work, and commitment to an ongoing research program. We welcome applications who have a strong theory driven research investment that will be attractive to graduate students. We have a preference for someone with child clinical interests, although applicants with adult clinical expertise will also be considered. The anticipated starting date for the position is July 1, 2008. Review of applications will begin April 30, 2008 and will continue until the position is filled. Applicants should submit a curriculum vitae, a statement of teaching and research interests, reprints or preprints of recent papers, and arrange for three confidential letters of reference to be sent to: Clinical Psychology Search Committee, Department of Psychology, University of Waterloo, 200 University Avenue West, Waterloo, Ontario, Canada, N2L 3G1. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. All qualified candidates are encouraged to apply; however Canadians and permanent residents will be given priority.

■ **PSYCHOLOGY (COGNITIVE) — University of Waterloo.** Applications are being accepted for the position of Assistant Professor, Applied Cognitive Psychology: University of Waterloo, Department of Psychology The Department of Psychology of the University of Waterloo invites applications for a tenure-track position at the Assistant Professor level in the area of Cognitive Psychology, starting July 1, 2008. We welcome applicants with a PhD in psychology and background in all areas of applied cognition, especially human factors research. Responsibilities will include undergraduate and graduate teaching, research supervision, and an ongoing research program. Salary range is commensurate with qualifications and experience. Applications will be accepted until April 15, 2008. Applicants should submit a curriculum vitae, statement of teaching and research interests, reprints or preprints of recent papers, and arrange for three letters of recommendation to be sent to: Cognitive Psychology Search Committee, Department of Psychology, University of Waterloo, 200 University Avenue West, Waterloo, Ontario, Canada, N2L 3G1. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

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■ **RECREATION MANAGEMENT/LEISURE STUDIES — Dalhousie University.** Applications are invited for a full-time two-year limited-term position at the Assistant Professor level in the School of Health and Human Performance commencing August 1, 2008. The successful candidate will have a strong emphasis in Recreation Management with special focus in any of the following areas: public relations, marketing and customer service; facility design and management; analysis of leisure service delivery; financial management; physical and human resource management; program planning and evaluation; leisure behaviour; or, other areas in the field of recreation management. This position presents the opportunity to contribute to teaching at both the undergraduate and graduate level. At the undergraduate level the recreation management program is an integrated joint degree program in cooperation with the Faculty of Management. A second undergraduate degree program is also offered in therapeutic recreation. At the graduate level the emphasis is on leisure behaviour of various subgroups in society. Requirements for this position include a completed doctoral degree (or doctoral degree in progress with only the dissertation remaining), in the area of recreation or leisure studies, or in another related area with a previous degree in recreation or leisure studies. Teaching experience is essential. Evidence of an emerging research agenda would be an asset. Applicants should submit a cover letter stating qualifications and abilities, a curriculum vitae, and arrange to have three reference letters sent under separate cover to: Mr. Merv Ungurain, Interim Director, School of Health and Human Performance, Dalhousie University, 6230 South Street, Halifax, NS, B3H 1T8, fax (902) 494-5120, email: merv.ungurain@dal.ca. Web site address: www.hahp.healthprofessions.dal.ca. Consideration of applications will begin on May 20, 2008 and continue until the position is filled. The Dalhousie University School of Health and Human Performance is part of the Faculty of Health Professions whose mission is to enhance health and social well-being through entry-level and advanced professional learning opportunities, practice innovation, and leadership in research and scholarship. In addition to the School of Health and Human Performance, the Faculty includes the Schools of Physiotherapy, Occupational Therapy, Nursing, Health Services Administration, Human Communication Disorders, Social Work, the College of Pharmacy, and the QEII/Dalhousie School of Health Sciences, and the Clinical Vision Science program. The School of Health and Human Performance offers programs leading to Bachelor of Science and Masters degrees in Kinesiology, Health Promotion, Therapeutic Recreation, and Recreation Management. Dalhousie University is located in Halifax, a small, historic, and culturally active city located in a province with substantial lifestyle advantages such as music, theatre, festivals, ocean beaches, whale-watching, hiking, and camping. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Dalhousie University is an Employment Equity/Affirmative Action employer. The University encourages applications from qualified Aboriginal people, persons with a disability, racially visible persons and women. This position is subject to budgetary approval.

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■ **SCIENCES HUMAINES ET SCIENCES SOCIALES — Le Collège militaire royal de Saint-Jean.** Le Collège militaire royal de Saint-Jean cherche à combler un poste menant à la permanence comme professeur adjoint ou, dans un cas exceptionnel, à un rang approprié selon le niveau d'expérience du candidat retenu. Le Collège militaire royal de Saint-Jean (CMR Saint-Jean) est une institution du niveau collégial québécois créée en janvier 2008. Il a pour mandat de préparer les étudiants du secondaire (en particulier ceux du Québec) à l'entrée au Collège militaire royal du Canada à Kingston. Il offre des programmes équivalents aux programmes collégiaux québécois de sciences de la nature et de sciences humaines. Il a aussi la responsabilité de la formation en leadership des membres du rang et de l'enseignement de certains cours à distance du Collège militaire royal du Canada. Il offre également de la formation sur mesure en gestion. Les qualifications requises sont un doctorat (ou son équivalent) avec une concentration en histoire, sociologie, sciences politiques, économie ou philosophie, une expérience acceptable d'enseignement au premier cycle universitaire et un dossier de publication fort ou prometteur. Une nomination au niveau de chargé de cours sera considérée pour les candidats supérieurs qui terminent les dernières étapes de leur programme de doctorat et qui auront complété leur doctorat avant la date d'entrée en fonction. La personne choisie devra être prête à enseigner plusieurs disciplines des sciences humaines au niveau collégial. On peut aussi lui demander d'enseigner au niveau universitaire (premier ou deuxième cycle) et de superviser des étudiants de deuxième cycle. On s'attend aussi à ce qu'elle poursuive activement un programme de recherche dans son domaine de spécialisation et qu'elle diffuse les résultats de ces recherches. On s'attend aussi à ce qu'elle fasse éventuellement des contributions importantes à n'importe quelle des composantes de la mission du CMR Saint-Jean. Ce poste est bilingue et requiert l'habileté de lire, comprendre et de communiquer oralement dans les deux langues officielles (profil linguistique PPP/PPP). Si aucun des candidats ne rencontre les pré-requis pour ce poste, un bassin sera établi pour combler des postes semblables dont le profil et les exigences linguistiques peuvent varier. Ces positions seront comblées à un rang et niveau de salaire approprié aux qualifications et à l'expérience du candidat choisi. L'échelle salariale pour la rang de professeur adjoint est de 46 283 $ à 84 515 $ et le maximum pour les rangs de professeur agrégé et professeur titulaire sont de 101 814 $ et 121 821 $, plus une indemnité provisoire de 3 300 $. Le salaire de départ accordé dépendra de l'expérience et des qualifications du candidat. La personne sélectionnée aura une période probatoire de 36 mois. Les candidats intéressés doivent faire parvenir leur curriculum vitaa, la preuve de leur capacité d'enseigner, un sommaire des intérêts de recherche, quelques exemples de publications et les coordonnées de trois références, à Mme Doris Meade, Ressources humaines civiles (Kingston), Base des forces canadiennes Kingston, CP 17000, Succursale Forces, Kingston, (ON), K7K 7B4; Tél: (613) 541-5010, poste 2218; Fax: (613) 541-4496; Courrier électronique: Meade.DM@forces.gc.ca. La date prévue d'entrée en fonction est l'été 2008. La date prévue limite d'acceptation des candidatures est fixée au 30 avril 2008. Le Collège militaire royal de Saint-Jean est une institution mixte et bilingue et ce poste est offert également aux femmes et aux hommes. Selon la Loi sur l'emploi dans la fonction publique, la préférence sera accordée aux citoyennes et citoyens du Canada. Des personnes qui ont obtenu un diplôme à l'étranger doivent prouver qu'il est équivalent aux diplômes canadiens. Pour de plus amples renseignements à ce sujet, veuillez consulter le Centre d'information canadien sur les diplômes internationaux à l'adresse suivant: http:// www.cmec.ca/cicic/

■ **SOCIAL INNOVATION — University of Waterloo.** The University of Waterloo's new initiative in social innovation generation is seeking two new faculty members (level open) to start September 2008/January 2009.Social Innovation Generation (SiG) is a new initiative funded by the JW McConnell Family Foundation which is designed to address the role of knowledge production and integration in building capacity of broad system change in Canada. Two action commitment areas are the challenges of engaging vulnerable populations (particularly the mentally ill) and building social ecological resilience. SiG@Waterloo works with partners in the policy arena (SiG@Plan) and capacity building for social innovators (SiG@MaRS). Through these partnerships, SiG works to identify areas of promising innovation across Canada, design education and research projects to support new knowledge generation and implementation in policy and at the grass roots level, and to disseminate that knowledge through publications, courses and collaborative research networks. The two faculty members will work with the new McConnell Chair in Social Innovation and a team of six graduate students. They will collaborate with researchers across campus in such interdisciplinary centres as the Centre for Sustainability in Business, Centre for Knowledge Integration and the Centre for International Governance Innovation. They will help to launch a new graduate and undergraduate curriculum in Social Innovation and transformational leadership at the University of Waterloo. The right candidates will have a PhD and a strong research background, with particular emphasis on Innovation, ideally in the environmental or mental health arenas. Other related research areas might include social change, technical innovation, new forms of knowledge production, institutional entrepreneurship, resilience, transformational leadership, organizational design, organizational behaviour, collaborative management, complexity theory, and/or whole system change. The ideal candidates will be interested in being part of problem solving teams, comfortable working in an interdisciplinary research and teaching context and interested in supporting research and teaching closely linked to social innovation agendas. Particular evidence of interest in knowledge application and willingness to be involved in change initiatives nationally and in the community will also be valued. Review of applications will begin on April 30, 2008 and will continue until the positions are filled. Send curriculum vitae and arrange for three letters of reference to be sent to: Professor Frances Westley, Social Innovation Group, University of Waterloo, Waterloo, Ontario N2L 3G1 Canada. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

■ **SOCIAL SCIENCES & HUMANITIES — The Royal Military College, Saint-Jean.** The Royal Military College, Saint-Jean (CMR Saint-Jean) invites applications for tenure track positions at the assistant professor level or, exceptionally, at a level appropriate with the candidate's experience. CMR Saint-Jean, a college-level institution was established in January 2008. Its mandate is to prepare High-School students (mainly those from Quebec) for entry at the Royal Military College of Canada in Kingston, ON. Its study programs are equivalent to those offered in Quebec CEGEPs in Science and the Humanities. In addition, CMR Saint-Jean is responsible for the leadership training of non commissioned Canadian Forces members and participates in the teaching and development of distance education courses for the Royal Military College of Canada. Its mandate also includes on-demand management training. The required qualifications are a PhD (or equivalent) with a concentration in History, Sociology, Political Sciences, Economy or Philosophy, acceptable teaching experience at the undergraduate level and a strong or promising record of publications. An appointment at the Lecturer level may be considered for outstanding candidates who are in the final stages of a PhD programme which will be completed before the appointment date. The successful candidate(s) should be prepared to teach many disciplines in the Humanities and Social Sciences at the college level but may also teach at the undergraduate and graduate level and supervise graduate students and must conduct active research programs and publish the results of this research. The candidate(s) is also expected to make significant contributions to any of the components of the mis-

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Weill Cornell Medical College in Qatar

BIOLOGIST

FACULTY POSITION

WCMC-Q seeks candidates for a faculty position with major responsibility for the teaching of an introductory biology sequence of two courses in a premedical program leading to entry to the medical school. Another faculty member conducts a complementary laboratory course sequence. Beyond the principal teaching obligation a successful applicant is expected to participate in advising, committee work, and the academic life of WCMC-Q. Research space is available as well as reseaich funding support. Details regarding the WCMC-Q program and facilities can be accessed al.

www.qatar-med.cornell.edu

Candidates should hold a Ph.D. degree and possess demonstrable teaching skills as well as experience and training in research. Candidates must be willing to relocate to Doha, Qatar for the duration of the appointment. Academic rank and salary are commensurate with training and experience and are accompanied by a competitive foreign-service benefits package. Qualified applicants should submit a curriculum vitae and a letter of interest outlining their teaching and research experience to:

facultyrecruit@qatar-med.cornell.edu

***Please quote Faculty Search #08-caut-B01 on all correspondence**

Cornell University is an equal opportunity, affirmative action educator and employer.

The screening of applications will begin immediately and continue until suitable candidates are identified. Service is expected to begin in August 2008.

Please note, short-listed candidates will be asked to provide names of three references.

RENISON COLLEGE AT UNIVERSITY OF WATERLOO

PRINCIPAL & VICE-CHANCELLOR

Renison College invites applications for the position of Principal and Vice-Chancellor. The initial five-year appointment will begin on or before September 1, 2009. An Anglican college affiliated with the University of Waterloo, Renison College seeks to provide its students with the advantages of pursuing studies in a small liberal arts college within a major university.

The College's Interdisciplinary Social Development Studies program offers courses in Social Work, Psychology, Sociology and Interdisciplinary Social Science. It is intended for students interested in helping professions such as social work, teaching and law. In addition, the College offers an Honours Bachelor of Social Work. Liberal Arts courses are also offered in East Asian Studies (East Asian Culture, Chinese, Japanese and Korean), English, Applied Language Studies, History, and Religious Studies. The College is home to the English Language Institute providing credit and non-credit English language instruction for students at the University of Waterloo and Wilfrid Laurier University. The Renison Institute of Ministry, a leader in lay training, and the Confucius Institute of the University of Waterloo, are housed at Renison College. The College employs approximately 85 people including 50 faculty (18 full time) and 23 full time support staff. Renison has an annual registration of approximately 1200 students and over 6000 student enrolments. Renison residences accommodate 220 men and women.

The successful candidate will have a proven record of scholarship, teaching and administration. This person should be able to work comfortably in an interdisciplinary setting and be able to promote the interests of both the Humanities and the Social Sciences. The Principal should be a dynamic, visionary leader able to carry out a strategic plan for the College and have experience in fund raising and community activities. The candidate should have the ability both to communicate effectively with faculty, students, staff, graduates and current and potential donors, and to maintain strong relations with Renison's international connections and the Anglican constituency of the College.

Applications will be treated in confidence. An application package must contain a detailed curriculum vitae and the names, full contact information and a one-paragraph vitae of three references in a position to comment on the candidate's academic credentials and administrative experience. The package should also include a statement by the applicant as to why he/she would like to be Principal and how he/she can provide leadership in helping Renison College to fulfil its objectives and take advantage of future opportunities. Both a paper and an electronic version of this material should be mailed by July 15, 2008 to:

Barbara J. Checketts, Executive Officer
Renison College at University of Waterloo
240 Westmount Road, North, Waterloo, ON N2L 3G4
E-mail: bjchecke@renison.uwaterloo.ca
Tel. 519-884-4404 ext. 28632

All qualified applicants are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. Renison College encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities.

University of Waterloo

BUILDING A TALENT TRUST

THOMPSON RIVERS UNIVERSITY

KAMLOOPS, BC

TRU invites applications for the following position:

FACULTY

Management, School of Business & Economics
Tenure Track

Thompson Rivers University (TRU), British Columbia's newest public university, was founded in 1970 as a community college, and through an exciting process of evolution and growth is now a unique, comprehensive university built on 35 years of excellence in post-secondary education and training.

The spectacular main campus of TRU is located on the south slope of Kamloops, a growing city of 80,000 residents at the centre of BC's southern interior, only four hours from Vancouver. The university has become a vital and integral part of a community and surrounding region that offers recreational, cultural, social and economic benefits that are attracting students and faculty from across Canada and around the world.

With an on-campus population of over 9,000 students, TRU is a primarily undergraduate, teaching-focused university offering over 50 undergraduate and graduate degree options, and more than 40 diploma and certificate programs in academic, applied and professional fields. The expansion of graduate programs, distance and open learning, and the building of strength in a number of research areas are among the priorities of the university in the years ahead.

For further information, please visit our website at
www.tru.ca/careers

We wish to thank all applicants; however, only those under consideration will be contacted.

CAREERS CARRIÈRES

sion of CMR Saint-Jean. This is a bilingual position, which requires an ability to read, comprehend and communicate orally in both official languages (linguistic profile: PPP/PPP). Should no candidate meet these requirements, a pool shall be established to staff similar positions with various linguistic requirements. These positions will be filled at a rank and salary level appropriate to background qualifications and experience of the successful applicant. The salary range for an Assistant Professor is $46,283 to $84,515 and the ceiling for Associate Professor and Professor are $101,814 and $121,821 respectively, plus an annual terminable allowance of $3,300. The starting salary will be commensurate with experience and qualifications. The appointment will be subject to a probationary period of three years. Interested candidates should forward their curriculum vitae, evidence of teaching ability, a summary of research interests, sample publications and names of three references to: Ms. Doris Meade, Civilian Human Resources Office (Kingston), Canadian Forces Base Kingston, PO Box 17000, Stn 'Forces', Kingston, ON, K7K 7B4; Phone: (613) 541-5010 ext. 2218; Fax: (613) 541-4496; Email: Meade.DM@forces.gc.ca. The expected starting date for this position(s) is Summer 2008. The closing date for applications is 30 April 2008. The Royal Military College, Saint-Jean is a coeducational and bilingual institution, and this position is offered equally to women and men. In accordance with the Public Service Employment Act, preference will be given to Canadian citizens. Candidates with foreign educational credentials are required to provide proof of Canadian equivalency. You may consult the Canadian Information Centre for International Credentials at http://www.cmec.ca/cicic/ for further information.

■ **SOCIOLOGY — Queen's University.** The Department of Sociology at Queen's University, Kingston, Ontario, Canada wishes to nominate an excellent scholar and teacher for a Tier 2 Canada Research Chair (CRC) at the Assistant or Associate rank in the area of Surveillance Studies. The Surveillance Project, a multi-disciplinary research unit, which began formally in 2000, is supported mainly by funding from the Social Sciences and Humanities Research Council of Canada, most recently, from April 2008, the Major Collaborative Research Initiative program. The Department of Sociology, which will be home to the CRC, has leading edge graduate programs in areas including socio-legal studies, communication and information technologies, feminist sociology and critical social theory. The first two in particular have strong links with the Surveillance Project. Teaching opportunities are available at graduate and undergraduate levels in Surveillance Studies and in Sociology. The Surveillance Project has cross-disciplinary links in the University, nationally and internationally, and hosts seminars, workshops and a Summer Seminar in Surveillance Studies. The Surveillance Project link is http://www.queensu.ca/sociology/ Surveillance/ and the department is at http://www.queensu.ca/sociology/. Suitably qualified persons with a PhD obtained since 1998 may apply for the CRC under the University's designated area of Surveillance Studies. Appointments are to start on July 1, 2009. For information on the CRC program and the tiers please refer to http://www.chairs.gc.ca/. Applications must include a full curriculum vitae and a statement of research objectives and teaching interests and a teaching dossier, as well as the names and full contact information of three referees. Applications are due April 18, 2008. Queen's University is an integral part of the vibrant Kingston community in the heart of the Thousand Islands region of southeastern Ontario. It has a community spirit and amenities unmatched by any other Canadian university. More information is available at http://www.queensu.ca/. The University invites applications from all qualified individuals. Queen's is committed to employment equity and diversity in the workplace and welcomes applications from women, visible minorities, aboriginal people, persons with disabilities, and persons of any sexual orientation or gender identity. Canada Research Chairs are open to individuals of any nationality. The academic staff at Queen's are governed by a Collective Agreement between the Queen's University Faculty Association (QUFA) and the University which is posted at http:// www.qufa.ca/. Please address all applications to: Dr. David Lyon, Acting Chair, Appointments Committee, Department of Sociology, Queen's University, Kingston, Ontario, K7L 3N6, Canada.

■ **SOCIOLOGY & CRIMINOLOGY — Saint Mary's University.** The Department of Sociology and Criminology invites applications for one nine month sessional position at the Assistant Professor rank commencing September 1, 2008. The Department is seeking candidates with a strong record of teaching in Sociological Methods and Quantitative Methods in Criminology, who can also teach Introductory level Sociology courses. The successful candidate will hold a PhD, or ABD status with the dissertation near completion. Applicants must show a record of teaching effectiveness, and provide evidence of an active research program related to the areas listed above. Saint Mary's University is uniquely committed to serving the local, regional, national, and international communities, and integrating such activity as part of the learning environment for undergraduate and graduate students. Information about the University and Department may be found at www.smu.ca. Applicants are asked to submit a curriculum vitae, a teaching portfolio, samples of recent publications, and contact information for three referees. Complete application packages should be sent directly to Dr. Evangelia Tastsoglou, Chair, Department of Sociology and Criminology, Saint Mary's University Halifax, Nova Scotia, B3H 3C3. The deadline for completed applications is April 15, 2008. Although candidates of all nationalities are encouraged to apply, priority will be given to Canadian citizens and permanent residents. Saint Mary's University is committed to principles of employment equity. Rank and salary will be commensurate with experience and qualifications as outlined in the Saint Mary's University Collective Agreement.

■ **SOCIOLOGY (CRIMINOLOGY & CRIMINAL JUSTICE) — University of Waterloo.** The Department of Sociology, University of Waterloo invites applications for a tenure track appointment at the rank of Assistant Professor in the area of Criminology and Criminal Justice. A completed doctorate is required along with strong evidence of research and teaching accomplishment and likelihood of success in external grants competitions. Duties include a commitment to research, undergraduate and graduate teaching, graduate supervision and service. We are seeking a criminologist specializing in social control, juvenile delinquency and policing, including expertise in areas such as youth crime and youth justice, police decision-making, individual and social determinants of crime and recidivism, and life-course criminology (criminal and deviant career paths). Preference will be given to candidates with secondary expertise in research methods, with a commitment to quantitative, qualitative and mixed methods. In addition to general and honours undergraduate programs the department offers a specialization in Crime, Deviance and Regulation, and Master's and PhD graduate programs, including an approved PhD field of concentration in Crime and Deviance. The department is also active in the interdisciplinary Legal Studies program and an interest in interdisciplinary research and teaching will be an asset. More information about the Department of Sociology and its programs can be found at http://www.sociology.uwaterloo.ca/ . Our objective is to recruit a new faculty member who will actively seek external grant support, develop graduate and undergraduate teaching in the areas of the criminology and criminal justice, and collaborate with other crime and legal studies specialists in advancing the university's research programs in these areas. Salary range commensurate with qualifications and experience. Applicants should include a curriculum vitae, a statement of interests, current and projected research activities, a sample of recently published work and evidence of teaching accomplishment, as well as to arrange three letters of reference sent directly to: Professor G. Keith Warner, Chair, Department of Sociology, University of Waterloo, Waterloo, Ontario N2L 3G1, Phone: 519-888-4567 ext. 33678, Fax: 519-746-7326. Applications will be considered until the position is filled with an anticipated starting date of July 1, 2008. All qualified candidates are encouraged to apply; however, Canadian Citizens and Permanent Residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

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■ **THEATRE — Dalhousie University.** The Departmeni of Theatre at Dalhousie University invites applications for a three-year limited-term appointment in Theatre (Theatre Studies), at the rank of Lecturer/Assistant Professor, commencing July 1, 2008. The responsibilities include teaching the equivalent of three full classes in Theatre Studies. The following is a list of possible courses to be taught: Introduction to Theatre, Classical Theatre, Early Modern Theatre, Modern Theatre, Contemporary Theatre, and Dramaturgy. The qualifications required for this position are: 1) PhD in Theatre, Drama, or related field; 2) teaching experience at the postsecondary level. Evidence of teaching ability is considered an asset. Applications, which should include a complete curriculum vitae, statemenis of research interests and teaching philosophy, and three confidential letters of reference forwarded under separate cover by the referees, should be sent in hard copy to the Chair, Department of Theatre, Dalhousie University, Halifax, Nova Scotia, B3H 3J5, by April 30, 2008. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Dalhousie University is an Employment Equity/Affirmative Action employer. The University encouragas applications from qualified Aboriginal people, persons with a disability, racially visible persons and women. This position is subject to budgetary approval.

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■ **URBAN STUDIES — York University.** York University, Faculty of Arts, Division of Social Science invites applications for a one year contractually limited appointment at the assistant professor level commencing July 1, 2008. The Division is a department within the Faculty of Arts, mandated to provide undergraduate general education, as well as a number of specialized interdisciplinary programs, including Urban Studies. Information about the Urban Studies program can be found at http://www.arts.yorku.ca/sosc/. The successful candidate will hold a PhD (or be close to completion) in one of the social sciences and will show promise of excellence in research and publication in the field of urban studies. He or she must demonstrate a strong competence in undergraduate teaching, and an ability to teach in an interdisciplinary program. The candidate will teach the equivalent of three full-year courses from among the following: AS/SOSC 2710 9.0 City Lives and City Forms: An Introduction to Urban Studies, AS/SOSC 3700 6.0 Urban Analysis, AS/SOSC 3710 6.0 Theory and Practice of Urban Planning and AS/SOSC 3746 3.0 Cities as Neighbourhoods and Communities. York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's website at www.yorku.ca/acadjobs/index.htm or a copy can be obtained by calling the affirmative action office at 416-736-5713. All qualified candidates are encouraged to apply; however, Canadian citizens and Permanent Residents will be given priority. Temporary entry for citizens of the USA and Mexico may apply per the provisions of the North American Free Trade Agreement (NAFTA). Candidates are asked to submit a curriculum vitae, a statement of research and teaching interests, and a sample publication, and to have three referees send letters of reference to: Richard Wellen, Chair, Division of Social Science, S756 Ross Building, 4700 Keele Street, Toronto, ON, M3J 1P3, Telephone: 416-736-5056; Fax: 416-736-5574; E-Mail: rwellen@yorku.ca. All York University positions are subject to budgetary approval. Deadline: 07 April 2008

W

■ **WRITING — University of Western Ontario.** The Faculty of Arts and Humanities at The University of Western Ontario (http://www.uwo.ca/arts/) invites applications for the position of Director of Writing Rhetoric, and Professional Communication. This tenured position at the rank of Associate or Full Professor is scheduled to commence 1 July 2008. The successful candidate must possess the completed PhD or equivalent and a strong record in teaching, research and publication in the field of writing and technical or professional communication. In addition, he or she must have proven administrative abilities and experience in coordinating a writing or communication program. Responsibilities will include teaching courses in Writing, the appointment and scheduling of instructors; academic counselling of students; timetabling of courses; training and supervision of faculty and staff; budget planning and management; curriculum and program development; and overall administration of Writing (http://www.uwo.ca/writing/). The Director will also provide campus-wide leadership by promoting, coordinating, and integrating technical and professional communication studies in diverse Faculties across the university. The initial term ex Director will be for a period of seven years. Send letter of application with curriculum vitae and copies of transcripts, a writing sample, and three letters of reference to: Dr. Kathleen Dkruhlik, Dean, Faculty of Arts and Humanities, The University of Western Ontario, London, Ontario, Canada, N6A 3K7. Consideration of applications will commence March 15th and applications will continue to be accepted until the position is filled. Positions are subject to budgetary approval. Applicants should have fluent written and orel communication skills in English. All qualified candidetes are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people, and persons with disabilities.

ACCOMMODATIONS

■ **GOING ON SABBATICAL? —** SabbaticalHomes.com caters to minds on the move. CAUT members feel at home no matter where they go. Long- and short-term, home-exchanges and housesitting opportunities for academics available since 2000 at http://sabbaticalhomes.com.

■ **EDINBURGH, SCOTLAND —** Edinburgh, Scotland fully furnished 3-bedroom flat for rent from September-December 2008 and/or January-June 2009. Centrally located (New Town). All modern conveniences including central heating, washing machine, and dishwasher. Children welcome. Call Kathryn Chittick/Stephen Brown (705) 748-1011 x7660 Trent University Email: <kchittick @trentu.ca> or swbrown@trentu.ca.

■ **SOUTH OF FRANCE —** Holiday rental: medieval house and studio, 16th century village of Montagnac near Montpellier/Mediterranean. Contact: sjevent@shaw.ca, Web. www.sjevent.ca.

■ **HALIFAX, NOVA SCOTIA —** 2 Bedroom Victorian townhouse available for rental January-June 2009. Heritage property with beautiful garden, fully furnished, within 30 minutes walk of downtown, Dalhousie, NSCAD. $1650 per month, all utilities and weekly cleaning included. Call Chris Ferns (902) 457-6223 Email: chris.ferns@msvu.ca.

UNIVERSITY OF ALBERTA
EDMONTON, ALBERTA, CANADA

www.careers.ualberta.ca

Director, Division of Infectious Diseases

Applications are invited for the position of Director, Division of Infectious Diseases at the University of Alberta. The successful candidate will be appointed to a tenure track position at the University of Alberta. The Division consists of 16 full time academic staff and 4 clinical faculty members.

The Division offers a full range of therapeutic services, including three Inpatient Consultation Services, OPAT Services, HIV Program, T8 Program, Occupational Infectious Diseases, Travel Medicine, Infection Control, General Internal Medicine, Federal and Provincial Prison Clinics and Transplant Infectious Diseases. In addition, the Division of Infectious Diseases has excellent clinical facilities, an outstanding Royal College approved resident training program, a two year ID fellowship training program with stable provincial funding as well as established research programs and activities in outcomes research, clinical trials, epidemiologic research, and basic science research.

The Division considers education a high priority and provides leadership to the educational and administrative activities of the Faculty of Medicine and Dentistry, Capital Health, the Alberta Medical Association, the College of Physicians and Surgeons of Alberta and to the Royal College of Physicians and Surgeons of Canada

The University of Alberta is one of the top 100 teaching and research universities in the world serving 36,000 students with more than 11,000 faculty and staff. Founded a century ago, the University has an annual budget in excess of $1 billion and attracts more than $400 million in external research funding. The University offers close to 400 undergraduate and graduate programs in 18 faculties. Edmonton, with a growing population of over one million, is the cosmopolitan capital of Alberta. With an abundance of services, beautiful river valley, community activities and attractive living accommodations, this energetic city has something for everyone!

Interested applicants should hold an MD or equivalent and be eligible for licensure in Alberta, have a fellowship in the Royal College of Physicians and Surgeons of Canada or equivalent in Infectious Disease Medicine, and have demonstrated clinical leadership and scholarly accomplishment in research and/or teaching

This position offers a unique and exciting opportunity for a person of vision to guide and grow an established, internationally recognized Division of Infectious Diseases and build upon its strong academic and clinical foundations. Remuneration for this senior position will be commensurate with qualifications and expenence and will be based on the income scale of a competitive and highly successful alternate funding plan.

The Committee welcomes applications at any time and expects to begin considering applications on April 1, 2008. Consideration will continue until the position is filled. Please submit a curriculum vitae and a letter of application.

Interested applicants may apply to

Dr. Jon Meddings,
Chair, Department of Medicine
Chair, Infectious Disease Search Committee
2F1.30 Walter C. Mackenzie Centre
University of Alberta
Edmonton, Alberta, Canada T6G 2R7

All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

UNIVERSITY OF ALBERTA
EDMONTON, ALBERTA, CANADA

www.careers.ualberta.ca

Assistant Professor, Material Culture and Design Studies

The Department of Human Ecology invites applications for a tenure track Assistant Professor position in the area of Material Culture and Design Studies.

The Department offers a BSc in Human Ecology with majors in Family Ecology and Textiles and Clothing; a combined BSc/BEd, thesis and course-based Masters Degree in Textiles and Clothing, Family Ecology and Practice, and Aging; and a PhD degree in Human Ecology. The Department is extending its research and programming in Material Culture and is home to the newly-established Material Culture Institute, an interdisciplinary initiative that unites scholars and stimulates research in the diverse fields that contribute to the study of Material Culture.

The Department has excellent facilities which include state-of-the-art spaces for housing, exhibiting and teaching with our 18,000 artifact Clothing and Textiles Collection, and for textile science and social science research and teaching. For further information see www.hecol.ualberta.ca

Responsibilities will include teaching undergraduate and graduate courses, establishing an independent research program, and supervising graduate students in material culture. The successful candidate will be expected to address teaching and research topics such as computer-assisted design, visual communication, cross-cultural and historic material culture, sustainable design, and inclusive environments. Some aspects of design practice may be involved but primary focus is on design as an aspect of material culture studies within a human ecological framework. For a candidate with appropriate qualifications, the position may also include the appointment as Curator of the Clothing and Textiles Collection.

Applicants must have a PhD in human ecology, material/visual culture studies, design studies, social anthropology or other related area, and demonstrated excellence in university teaching, preferably in a human ecology or other interdisciplinary context. Evidence of a successful record of scholarship is important. The successful candidate will have a background that is a good fit with the Department of Human Ecology and be able to contribute to existing interdisciplinary educational and research programs. For appointment as Curator, previous experience in museum or other collection curatorship, preferably dealing with clothing and textile artifacts, is required.

The preferred start date for this position is July 1, 2008 but the competition will remain open until the position is filled. To apply, please submit a cover letter that addresses the requirements of the position and describes the focus of your scholarship, curriculum vitae, teaching dossier, sample publication and the names and contact information for three referees. Review of applications will commence April 30, 2008.

Interested applicants may apply to

Dr. Janet Fast, Chair
Department of Human Ecology
Room 302E Human Ecology
University of Alberta
Edmonton, AB T6G 2N1
Email: janet.fast@ualberta.ca
Fax: (780) 492-4821

All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

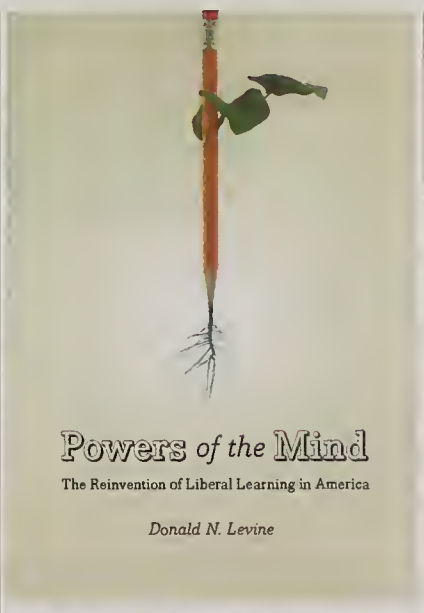
BOOKSHELF
COIN DES LIVRES

How Chicago Shaped Liberal Higher Education

Powers of the Mind: The Reinvention of Liberal Learning in America

David Levine Chicago: University of Chicago Press, 2006; 256 pp; ISBN: 0-226-47553-0, cloth $39 US; ISBN: 978-0-226-47554-7, $19 US.

By WILLIAM BRUNEAU



FORMER University of Chicago dean David Levine embodies a type of person – your favourite Senate Curriculum Committee chairperson.

After all, who else would remember when and why Natural Sciences I and II entered the curriculum? Who else would see the connection between junior and senior level courses in Western Civ. and notice instantly that your new course on "Pre-Industrial England" neglected that connection? A curriculum committee chair, that's who. Levine strikes me as prototypical. For his book is as much about curricular precedents and precedence, as it is about "powers of the mind."

Levine describes the undergraduate curriculum at the University of Chicago in the 20th century with enough background material to suggest U of C has "reinvented" liberal education. Levine's attitude is that of a loyalist and a fan. He rarely mentions curricular happenings elsewhere. Perhaps it would be a distraction, or maybe it would suggest, well, disloyalty. His Chicago-centrism does not mean that he misstates the facts, only that he fails to explain them.

Levine thinks European universities, 19th and 20th century American theoreticians, and possibly a few institutions outside Illinois (Columbia and Harvard, especially), contributed to the Chicago "experience."

He begins with Aristotle's and others' recommendation that we educate to make a new human being, free and capable of philosophically-informed pursuit of truth. (pp. 9-26) The classical-mediaeval foundations of *trivium* and *quadrivium* were clumsy devices intended to achieve that goal.

With the appearance of industrial civilization, two contrary forces put these older arrangements in doubt – the pressure to specialize, for industrial and social reasons, and the modern clamour for democracy in schooling and in life.

Condorcet and Diderot – grand Enlightenment figures that they were – saw classical education forms as hopelessly illiberal. They and their colleagues pressed instead for broadly accessible knowledge, *la distribution des lumières*. They wanted scepticism in every breast, specialism in the professions, and political democracy.

Although American educators mostly agreed, their universities (U of C included) saw liberal education as disciplined inquiry, carried out in breadth and in depth. (p. 39) That meant not everyone would attend. *La distribution des lumières* would not be universal. The Americans, and certainly the Chicagoans, chose the electives system as their central curricular device, a compromise between breadth and depth.

Levine suggests the University of Chicago spent most of its corporate time between 1900 and 2006 arguing about the matter and the manner of education, rather than about its social utility or economic value.

Levine shows how U of C combined breadth and depth on both the professorial and undergraduate sides. The university separated undergraduate and graduate instruction more completely than was, or is, typical. It faced up to the difficulty of higher education in a nation whose schools educated the masses, not just the elite, by raising admissions standards to the point where you had to "smell like a genius to get in."

Once you were in, depending when you arrived in the 20th century, you might come under the influence of four figures in U of C's intellectual heritage: John Dewey, Robert M. Hutchins, Richard McKeon, or Joseph Schwab. (pp. 75-144) These men were committed not only to high generalities (critical thought, the liberal character, the nature of the disciplines and so on), but also to solving educational problems on the ground.

Dewey ran an experimental elementary school on the Chicago campus. Hutchins fought to have his list of Great Books, and no other. McKeon insisted on logic when nobody much cared for it. Schwab taught biology as a branch of the liberal arts, asking students to read novels and the newspaper, not just lab reports, preferring intense discussion to monologic teaching whenever it made sense to do so.

Conversational Pedagogies

The overall purpose at the university was, and is, according to Levine, to cultivate powers of the mind. These include powers of prehension – audiovisual, kinaesthetic, verbal – and powers of expression – required in "forming a self," inventing statements, problems, and actions, integrating knowledge and communicating. Levine describes suitable pedagogies (pp. 220-31) and concludes autobiographically on how he "taught the powers." (pp. 232-56)

This last section includes a list of eight types of conversation, as Levine prefers that term to the more flaccid "discussion." Type 7 (p. 251) is "Connecting internal, personal conversations," a structured opportunity to process conversations in which they have some personal interest and to connect those with ongoing conversations beyond themselves. Type 8 is "Exploring conversations about what conversations exist." The curious abstraction of these headings is, alas, typical of the whole book.

Levine suggests the University of Chicago spent most of its corporate time between 1900 and 2006 arguing about the matter and the manner of education, rather than about its social utility or economic value. The four ways, and the eight methods, and much else about the university, fill page after page in *Powers*. This is, to put it mildly, an unlikely story.

In the context of university politics, did Chicago not concern itself with salaries, admissions problems, the cost of libraries and labs, the question of women's rights and matters of race and class? We know it did. To take just one counter-example, Stephen Diner's 1980 book, *A City and Its Universities: Public Policy in Chicago, 1892-1919* shows how utility, in all its forms, was deeply ingrained in the administrative and curricular practice of the university since its founding. The fight for civic probity, and the struggle to deal with poverty and disease in the city, were in part the business of the university.

It is an important question whether the liberal-general education proposed at U of C was either a reason or a cause for the early 20th century political activism of so many of its professors and students. That question is neither put nor answered in *Powers*.

Levine is not wrong to say that most American (and Canadian) universities avoid sustained debate about their educational purposes. Too often, they prefer to worry about money and power, professional connections and marketability. Institutional places for such debate, including academic senates, are too often moribund.

In this respect, the University of Chicago is indisputably extraordinary, and unrepresentative of American higher education. By the same token, one wonders how the Chicago example could be made to serve in other parts of the American system – where money is scarcer and where the traditions of high-flown educational debate are weaker. The U of C's origins, its wealth, its independence and its many institutional riches – a great publishing house, well-funded laboratories, its huge buildings, and so on – mark it off.

But overall, the emphasis on Chicago-as-navel is terribly wearing. It makes *Powers* the sort of book alumni might want to read, but not necessarily anybody else.

Deep Roots

Levine gives almost no play to controversies over "liberal" reform at Oxbridge from the 1860s to the present, beginning with pedagogical struggles between Mark Pattison and Benjamin Jowett, down to the work of Lord Franks at Oxford in 1960, and the sea-change of the 1980s and 1990s with the election of Margaret Thatcher. What about the liberal ideas of John Stuart Mill in the 1860s (and John Henry Cardinal Newman, for that matter), and Herbert Spencer, Bertrand Russell or Alfred North Whitehead in the 1920s, 1930s and 1940s?

Was U of C unaware of the "two cultures" controversy, associated mainly with C.P. Snow? Levine ably shows how liberal education at Chicago, particularly in the hands of Joseph Schwab, was carried on in Natural Sciences I and II. That is all well and good, but what of the larger controversies over science, the arts, industry, militarism, the state and the interrelations between them?

For another, Levine gives too little to new ideas about liberality and humanism in the university. Martha Nussbaum's recent book on humane, liberal education gets a single paragraph in *Powers*. Richard Rorty's writing on the same subject is absent. Levine would have benefited from reading Canadian works. Why not a word about Northrop Frye (well known in Chicago, after all)? Or a discussion of Paul Axelrod's ideas (*Values in Conflict,* 2002)?

Canadian higher education has managed to combine literary culture and professional-scientific education, although not with consistent success. We knew what we were doing when we attempted the combination, and we had some idea why it was a good thing to attempt it in the first place. Was U of C entirely unaware of things happening just across Lake Michigan?

Quite by accident, the book I read just before tackling Levine was Alan Ryan's *Liberal Anxieties and Liberal Education* (New York: Hill and Wang, 1998). It is short and sweet and excellent. It truly is a conversation with Plato, Mill, Matthew Arnold, Dewey, Whitehead and Russell. It is a sharp reminder that we university people spend too little time on broad questions and too much on short-term political strategy. I am going to reread Ryan. ■

William Bruneau is professor emeritus at the University of British Columbia and a member of CAUT's Academic Freedom and Tenure Committee.